Welcome to ARM

Our technology enables the creation of new markets and transformation of industries and society. We design scalable, energy-efficient processors and related technologies to deliver the intelligence in applications ranging from sensors to servers, including smartphones, tablets, enterprise infrastructure and the Internet of Things. In fact, we drive the development of billions of products every day, reaching around 75% of people in the world. From students to start-ups to thought-leading companies, it’s our vision to help people and devices connect, innovate and create in ways that have never been possible before.

With offices around the world, ARM is a diverse community of dedicated, innovative and highly talented professionals. With an inclusive and open workplace, our people are encouraged to share their ideas. They are supported in their growth and celebrated for their unique contributions – driving ARM’s success in the global marketplace.

This is your chance to play your part in shaping the connected world.
As well as a whole range of social events – from go-karting to drinks at the local pub – the Global Graduate Conference was a real highlight. It gave us the chance to meet graduates from around the world and learn more about what makes ARM special.

Play Your Part
in driving over a billion cars

Congestion is a big problem in many cities. By building intelligence into transit systems and cars, we can make our public transport and private car travel far smoother and more efficient. With smarter infrastructure, we can direct vehicles away from accidents and congested intersections, clearing the roads and making travel a breeze.

“As well as a whole range of social events – from go-karting to drinks at the local pub – the Global Graduate Conference was a real highlight. It gave us the chance to meet graduates from around the world and learn more about what makes ARM special.”
Working at ARM

Knowledge. Creativity. Determination. It’s these traits, combined with the ability to keep customers satisfied that really drive our success in this increasingly competitive environment. Future technologies will transform societies as we know them, and it’s the fresh ideas of the graduates & students that join us today that will shape the technology of tomorrow. Which is why we’re looking for only the brightest minds, innovators and communicators to join us on that journey.

As a new joiner at ARM, you’ll also be working with other market leading organizations in the semiconductor, mobile, software and other markets, as well as getting to grips with real projects from the moment you join. So you can expect to contribute to exciting industry developments from the get go. Thanks to ongoing development, you’ll soon build on your knowledge and networks through a blend of formal training, reflection, feedback, on-the-job training and mentoring.

Most of our graduates join us with a Bachelors or Masters equivalent in Electrical and Electronic Engineering or Computer Science, and we fully recognize a range of other related qualifications as excellent preparation for success within ARM. We also hire many graduates into our ever-growing IT function. Many join with backgrounds in IT, Computer Science and various other subjects.

We also have a number of internship opportunities available, into which we recruit students at all stages of education. We’ll help you put theory into practice by exposing you to exciting projects that will help develop your employability skills and intellectually challenge you. Our aim is to ensure that many of our interns eventually return to work for ARM or have successful careers with our partner organizations.

Ready to play your part? Read on for more information about how ARM is connecting people and devices in ways that have never been possible before.

Development at ARM

There are a number of career paths you can take at ARM, including technical, commercial or a combination of the two. In fact, our ‘enabling the extraordinary’ people strategy is one of the reasons we were recently named one of the UK’s top employers.

To help you make the right choices, we have a whole host of development options that we’ve put at your fingertips:

**Rotations & assignments**

As a graduate, you may have the chance to rotate into different roles, product groups, offices and teams. A rotation is the perfect opportunity to expand on your business knowledge, develop your technical skills and grow your network. These opportunities will arise through one-to-one discussions with your group and line managers.

**Conferences**

Global Graduate Conference (GGC)

Newly hired ARM graduates are invited to the Global Graduate Conference held in the UK every year. The overall aim of the GGC is to develop and increase awareness of interpersonal, basic business and technical skills, all while building strong internal networks.

This will help you make a smoother transition from the academic to the corporate environment and allow you to flourish within ARM in the future.

Global Engineering Conference (GEC)

The GEC is the largest ARM internal conference run by and for engineers. The conference brings together a wide cross-section of ARM engineers and aims to promote discussions, sharing best practice and knowledge, and networking amongst engineers from different teams, product groups and sites. You might have the opportunity to attend this conference as a graduate, and in addition, ARM organises a variety of other engineering conferences for more specific engineering and business needs.

**Training courses**

Whether you’re eager to develop your abilities with ARM products and technology, build on your understanding of the business or work on your soft skills, we offer a wide range of external and internally developed training courses to help you do just that. Development areas will be explored through discussions with your line manager, so be sure to bring them up during your regular one-to-ones and performance review meetings.

We also have Lunch & Learns and Donut Sessions – increasingly popular sessions for teams right across the business that are designed for knowledge sharing in an informal environment.

Some example courses from our extensive training catalogue include:

- Comprehensive Verilog
- Basic Perl
- C++ for Embedded Developers
- Introductory Graphics
- CPU and Optimization Training
- ARM Architecture Fundamentals
- Situational Leadership
- Time Management
- Advanced Presentation Skills

**Outreach**

There is also the opportunity to develop through outreach programs at ARM. Many of our employees get involved in team ARM activities or education initiatives to inspire the next generation of engineers.

Some of our latest team ARM activities have included cycling races, marathons, cake sales, golf competitions and volunteer days.
“I’ve developed my technical knowledge in fields that fascinate me, and I’ve applied that knowledge to some huge projects – like working on the technology that will power my mobile phone in a year’s time.”

Thanks to the extra mobility and connectivity that technology brings, people are enjoying new levels of freedom when accessing their data on their smartphone. Downloading the latest album and listening to it on the go, for example. ARM technology powers the new products, services and devices that make it all possible. As a graduate, you’ll be part of its continued evolution.
ARM
ARM is world renowned for designing energy efficient processors. These processors are the brains in billions of applications ranging from sensors to servers, including smartphones, tablets, enterprise infrastructure and the Internet of Things. Working side by side with the leading technology companies across the globe, the CPU group specifies, designs and validates all of ARM’s processor IP. We are looking for the brightest and best graduate engineers to develop into the next generation of microprocessor experts to fulfil the ever-growing demand for our products.

Internet of Things
Just as the digital revolution and the advent of the internet have transformed our lives and businesses over the last two decades, the Internet of Things is set to impact on the way we live and work in the years to come. ARM powered technology can make a world of things come alive by connecting together billions of everyday objects – anything from clothing and jewelry, to medical devices, household appliances and even light bulbs. Enabling sensors, controllers, and other embedded intelligence, ARM is supporting a future where billions of devices are connected to each other, all sharing data via the internet.

Research & Development
R&D is a big deal at ARM. We invest millions of dollars in researching and developing new products and propositions. As part of our research activities, we collaborate closely with universities right around the world. We have a number of key areas of innovation when it comes to product development. Right now we’re working on the delivery of yet more energy-efficient, high-performance compute engines for both data and control applications, based on heterogeneous or symmetric multiprocessing and super scalar technology designs.

Architecture & Technology
The Architecture & Technology Group is responsible for developing technologies for ARM’s future roadmap. They innovate around processor instruction set architecture, microarchitecture and programming models. In addition to conventional CPU architectures, they work in areas including graphics, compute, vector engines, many-core, configurable processors and hardware accelerators.

Development Solutions
Our Development Solutions Group tools help developers to do their job more effectively. Tools we develop include C/C++ compilers (including open source), simulation models, software debuggers and performance analysis tools, all developed using a wide variety of technologies and programming languages like C/C++, Java, Python and Perl. Whether implementing an ARM processor-based System-on-Chip (SoC) or writing software for an Application Specific Standard Product (ASSP) or embedded microcontroller, our tools help our customers design the best solution with the highest performance and lowest power. This results in fewer risks and a faster route to market for our partners’ products which provides clear and widespread business benefits – from greater workforce productivity to a more reliable development lifecycle and more powerful product launch roadmaps.

Partner Enablement
The Partner Enablement Group helps customers to get efficient solutions to market quickly. The highly experienced Applications Engineering teams provide innovative, effective applications engineering solutions for all manner of customer design challenges. The applications engineer works like a detective, drawing on expertise from multiple areas within the support team, as well as working closely with the partner engineer submitting the support case, and sometimes engineers in the ARM design teams, to figure out the best solutions to customers’ issues. The Technical Communications department aims to provide quality, targeted content to enable customers to get the best out of ARM products. This is mainly in the form of written content, but does also extend to other media like animation and videos. Technical writers form one of the key connections between ARM engineering technical experts and customers who implement ARM IP, and therefore play a vital role in successful customer implementations. Technical Communications are also an important source of information for internal audiences such as Support and Engineering.

Physical Design
ARM develops physical IP for best-in-class processor implementations carried out by leading semiconductor companies using advanced processes to manufacture chips. ARM is already the leading provider in the field, with the most comprehensive and advanced solutions on the market. Ranging from 25nm to the latest FinFET transistor processes at 16/14nm, Physical IP designs support a wide range of chip implementation needs. As semiconductor companies rely ever more heavily on our silicon foundry partners for outsourced manufacturing, we’re in a great position for the future.

Media Processing
Everyone wants great graphics on their screens. The user interface is a critical part of so many electronic devices today. Consumers expect superior graphics from their mobile phone, digital TV, tablet computer and increasingly media player, GPS navigation and even their car. That’s why our Media Processing Group does such an important job developing hardware IP and middleware for enhanced graphics. Our partners use our multimedia IP for both 2D and 3D graphics acceleration, along with efficient video coding and decoding, to improve the interface and enhance the user experience. With the proliferation of screens in modern life showing no sign of abating, the future looks amazing for Media Processing as we bring visual computing to life at ARM.

Systems & Software
The Systems and Software Group (SSG) focuses on hardware and software integration and our expertise spans many disciplines in order to cover the entire system stack from hardware design to user application space, including security. We ensure that not only do our hardware and software IP offerings work in conjunction with one another, but that interactions between each layer in the stack enhance overall system performance. These tested system solutions (software plus hardware) offer our partners the ability to exploit key architectural advancements and decrease their overall time to market.

IT
With a global workforce, the IT Group’s role is diverse and key to ARM’s success. The team is involved in a vast range of activities from building high performance computing infrastructures in multi-award winning green data centers, to pioneering work on new, highly efficient server architectures, through to ensuring we get the best value from leading-edge mobile computing. IT offers a two-year rotation program that will give you a taste of every part of IT and help you focus your career on a specific area.
More and more digital devices are being connected to the internet, streetlights included. Thanks to our smart building technologies, ARM are supporting emissions savings from smart lighting, appliances and energy management – saving the UK up to 50% of the costs associated with street lighting. ARM’s market share is increasing in this area, promising a bright future for the graduates involved.

“When applying for graduate schemes, ARM was the obvious choice. They have a reputation as a company with a highly skilled engineering workforce, and I wanted to work with the best in my field.”
Meet our people

Simon Segars, Chief Executive Officer

After completing a Masters in Computer Science at the University of Manchester, UK, Simon joined ARM as a Design Engineer (the 16th person to be employed by ARM) – the first step in a long career in processor design. It didn’t take Simon long to become a technical lead, and he was soon interacting frequently with ARM partners. Before long, Simon made his move to our Sales function in Silicon Valley and in 2005, Simon was appointed to the Board and has since taken on a number of Executive VP and General Manager posts across the ARM product groups. As a result of Simon’s technical expertise, management skills and experience across a variety of executive roles, he was eventually made Chief Executive Officer in 2013 – a true testament to his talent and dedication, as well as the development opportunities available at ARM.

Andrew, Physical Design, Austin, USA

I work in the standard cell design team within the Physical Design Group. I chose ARM because using cutting-edge technology, they’re delivering IP to customers through all kinds of exciting and novel products. This makes them really stand out above the rest. And to know that the IP I’m working on will be used in the newest consumer, embedded, and commercial products is hugely rewarding.

There are so many opportunities for development with ARM, and during my time here I’ve learned more in my role than I could ever have expected. The cultural environment at ARM is one of innovation and teamwork. I’ve learned from industry experts, traveled across the globe, worked with people from different countries, expanded my circuit design skills, and have helped to deliver innovative new products. I’ve also enjoyed some excellent team building activities and celebrations – the social side of things is just as exciting as the work.

Nicolas, CPU, Sophia Antipolis, France

As a graduate Verification Engineer, my main responsibility is to implement new checks and find as many bugs as possible. It’s all about helping my design center deliver high quality products to our partners. Given the growing complexity of today’s Cortex-A series processors, this is quite a challenge.

Being very interested in processors meant that ARM was a logical choice for me. ARM technology is in many products across a huge variety of markets, from industrial products to the most common things in our everyday lives. Working here gives me the opportunity to get a deeper technical knowledge in fields that I find fascinating. I have also been given the opportunity to directly impact a big project, which will probably end up in my mobile phone in a year’s time!

Playing My Part

“One of the best things about being CEO of ARM is seeing our technology used in many of the most innovative products available today.”

Patrick, Partner Enablement, Austin, USA

After finishing my undergraduate degree in English, I took on a postgrad in Technical Communication as technology has always been an interest of mine. I now produce quality documentation that will aid our partners in implementing ARM IP.

The role has exceeded my expectations. My project work has been challenging, without being daunting, as I know I have support from my managers and co-workers, should I run into trouble.

I’ve thoroughly enjoyed the opportunities that I’ve had to see other ARM campuses around the world, including the GGC in Cambridge and The Big Picture in San Jose. Similarly, the work/life balance is excellent with plenty of vacation and flexible work hours. ARM seems to take a genuine interest in ensuring that employees are satisfied with the work that they do.

Sam, Partner Enablement, Cambridge, UK

I first heard of ARM around the same time the smartphone market was really starting to take off. Several of my classmates at university acquired summer placements at ARM, and they all commented on the relaxed and friendly atmosphere.

When I was a student, I assumed that all engineers at ARM worked on design and verification. But after reading the online description for Applications Engineer, I was really intrigued and decided to give it a go! Once I started, I felt right at home within my team. Everyone is friendly and willing to help you find your way around.

So far, the work has been challenging, rewarding and varied. I enjoy getting to put into practice my ‘soft’ skills, as well as my technical knowledge.
Play Your Part in the next 880 billion selfies

ARM technology is found in virtually all of the world’s mobile phones – making it hard to imagine what mobile devices would be capable of if the ARM architecture had not been invented. As such, we’re responsible for keeping energy consumption and our carbon footprint at a sustainable level. That’s why we’re working to provide more performance per watt – playing our part in an age of hyper-connectivity.

“I’m always working on new, exciting challenges that keep me motivated and learning. And on the social side of things, events like the GGC and various events organised within the office ensure it’s not all work and no play.”

Playing My Part
Ecosystem

“The environment in which our ecosystem operates is incredibly dynamic, undergoing constant change and ferocious price pressure. We need people who are agile, able to respond quickly, to be flexible and open minded.”
Simon Segars, Chief Executive Officer

The ARM ecosystem is a connected community of over a thousand companies all over the world, developing their products and services around ARM technology. From semiconductor manufacturers, design automation and tools providers, to operating systems and application software vendors, it’s the quality and breadth of these companies that allow ARM to integrate into new markets. A strong partnership also strengthens ARM’s competitive position – any new entrant into a market will have to make a huge investment to create an ecosystem as rich and diverse as the ARM partnership. The key to creating and maintaining a thriving ecosystem is for all our partners to see an opportunity to succeed, so that we can all benefit together.

We hire people based on merit and ability. As an equal opportunities employer, ARM is committed to complying with its duties to protect job applicants from being subject to unlawful discrimination in line with the applicable law. Our employment policies are transparent and well-defined. This ensures that candidates are treated equally not only in recruitment exercises but in terms of promotion, personal development, terms of employment, benefits and reward.
"Play Your Part in the future of farming."

As populations grow and standards of living increase, the use of natural resources becomes more important than ever. Powered by our technology, smart electronics can be used to monitor and control the use of critical resources and maximise the productivity of farms and regions.

“During my time at ARM I’ve learned more in my role than I possibly could have expected when I started. It’s my aim to become an expert in circuit design methodology and train people around the globe.”
If your telephone interview goes well, we’ll invite you to an assessment day, onsite or Skype interview. It all starts with you applying online at arm.com/careers. For this you’ll need a full CV and a covering letter. A face-to-face interview is a potential follow-up to an assessment day. We review your application and if you meet our criteria, we may invite you for a telephone or Skype interview. The final step in the process is the offer of a job. If you accept, our comprehensive onboarding and induction process starts.

Please note that our process differs from country to country.

Graduate benefits

As well as joining a global organization that’s at the forefront of a more connected world, some of the graduate benefits include a competitive salary, annual bonus schemes, equity, sabbaticals and a variety of lifestyle and wellness benefits. We also reward innovation through our patent and white paper bonuses. More details regarding country-specific benefits can be found on our website. www.arm.com/careers

Our recruitment process

A step-by-step guide...

1. It all starts with you applying online at arm.com/careers. For this you’ll need a full CV and a covering letter.

2. We review your application and if you meet our criteria, we may invite you for a telephone or Skype interview.

3. If your telephone interview goes well, we’ll invite you to an assessment day, onsite or Skype interview.

4. A face-to-face interview is a potential follow-up to an assessment day.

5. The final step in the process is the offer of a job. If you accept, our comprehensive onboarding and induction process starts.

Please note that our process differs from country to country.
A career with ARM is yours for the taking. To play your part, find out more and apply at [www.arm.com/careers](http://www.arm.com/careers)