# Customer-Facing Hardware Security Engineer

*Bordeaux, France*

Hello! 👋 Are you curious, passionate and have a taste for challenges? Do you wish to develop your skills in an innovative and multinational environment?

eShard is an independent deep-tech cybersecurity company, with around 40 employees. The company is fully self-funded and operates almost exclusively on international markets. Its core business is built on advanced software solutions for hardware and software security investigations, backed by strong technical expertise of our team, and reputable industrial partners, including Google, NVIDIA, and major defense and governmental actors.

A key differentiator of eShard lies in its unique platform approach. Hardware and software investigation solutions are unified within a single, shared platform, providing experts with one environment for collaboration, analysis, and knowledge sharing. This platform is designed for specialists who need a central place to integrate dedicated tools, reuse accumulated expertise, and access structured knowledge material covering the full range of security investigation techniques, from hardware to software.

Built as an open and modular system, the platform enables seamless integration of specialized tools and workflows while remaining adaptable. On top of this platform, eShard has developed turnkey solutions for hardware investigations (side-channel, fault injection), unique catalogs of attacks, techniques, and methodologies, and advanced capabilities such as time travel debugging, positioning the platform as a comprehensive environment for modern security investigations.

For that, we have assembled a great team of specialists, and you could be one of them!

- ➔ 📅 **Desired start date:** as early as possible.
- ➔ 📍 The position is based in **Pessac (33)**, next to Bordeaux.

This opportunity is open to candidates of all educational backgrounds. We base our recruitment processes on skills and expertise, regardless of ethnic origin, age, or gender, and all our positions are open to people with disabilities. If you're not from France, please ensure you have a valid work visa.

## Your day-to-day at eShard for this position would be

➔ You act as the go-to product expert, bringing our solutions to life through engaging demos, deep technical dives, and clear feature explanations.
➔ You team up with Sales to qualify opportunities, map customer needs to our technology, and shape tailored solutions that make an impact.
➔ Lead trials and PoCs that directly influence customer adoption and product evolution: scope and set up PoCs tailored to customer needs, monitor usage and validate success with the customer.
➔ You empower the sales team by creating technical collateral, running internal trainings, and helping them confidently handle customer objections.
➔ You amplify the customer's voice inside eShard by capturing their feedback and sharing it with our product team to influence the roadmap.
➔ You represent eShard as a product evangelist at conferences, on stage, and at booths, showcasing our expertise and building strong industry connections.

## You're perfect for us, if…

➔ You bring at least **3 years of hands-on experience in hardware hacking techniques** and know how to turn that expertise into customer value.
➔ You have a deep understanding of **hardware security fundamentals**: SoC, MCU, and FPGA architectures and their vulnerabilities (e.g. bootloaders, DMA, side-channel leaks)
➔ You are proficient in using **reverse engineering tools** like disassemblers (Ghidra, IDA Pro, Binja)  for extracting / modifying firmware and analyzing binaries.
➔ You are familiar with debugger like **GDB, x64dbg or Windbg**
➔ You have hands-on experience with **fault injection, side-channel attacks, and/or protocol exploitation** (JTAG, UART, I2C, SPI).
➔ You have the ability to **write/debug code** for embedded systems (C/C++, Assembly) and use development boards (STM32, Raspberry Pi, Arduino, FPGA kits).

➔ You feel at home with **Python** programming and enjoy building clear, reproducible technical content.
➔ You combine **perfect communication skills** with the confidence to speak at conferences, run demos, animate workshops and interact with both technical and business audiences.
➔ You are **fluent in English**, both spoken and written, and comfortable working in an international environment.

## Your benefits

➔ Competitive compensation package based on experience
➔ Flexible working hours and remote work options
➔ Support from professionals in a cutting-edge and booming business sector
➔ Dynamic work environment within a friendly team
➔ High performance work equipment
➔ Space dedicated to talent development
➔ Comprehensive health insurance offering extensive medical care coverage
➔ Meal vouchers covered up to 50%
➔ Corporate events, snacks and drinks

## Interested?

Our hiring process includes an initial screening call, a skills assessment, and interviews with the hiring manager and some team members. The selected candidate will receive an offer within a few days.

Contact us by sending your resume and cover letter to
career@eshard.com