



PUBLIC NOTICE

Federal Communications Commission
445 12th St., S.W.
Washington, D.C. 20554

News Media Information 202 / 418-0500
Fax-On-Demand 202 / 418-2830
TTY 202 / 418-2555
Internet: <http://www.fcc.gov>
<ftp.fcc.gov>

DA 15-1176
Released: 14 October, 2015

FCC CONTINUES EEO AUDITS

On October 9, 2015, the Federal Communications Commission mailed the third set of its Equal Employment Opportunity (EEO) audit letters for 2015. This mailing was sent to randomly selected multi-channel video programming distributors (MVPDs). In accordance with the provisions of Sections 73.2080(f)(4) and 76.77(d) of the Commission's Rules, 47 C.F.R. §§ 73.2080(f)(4), 76.77(d), the FCC annually audits the EEO programs of randomly selected broadcast licensees and MVPDs. Each year, approximately five percent of all broadcast stations and MVPDs are selected for these random EEO audits. By Public Notice DA 15-197, released February 11, 2015, and Public Notice DA 15-718, released June 18, 2015, the Media Bureau announced its mailing of similar audit letters to the broadcast stations listed in the attachments to those Public Notices.

A list of the MVPD units to which these October 9, 2015 audit letters were sent is attached, along with a copy of the audit letter.

Media Bureau Contact: EEO Staff at 202-418-1450.

October 9, 2015

Dear Manager:

1. In accordance with the provisions of 47 C.F.R. § 76.77(d) of the Commission's Equal Employment Opportunity ("EEO") rules, your employment unit has been randomly selected for an audit of its EEO program. (A copy of 47 C.F.R. § 76.77 and the other rules referred to in this letter are enclosed for your reference.)

2. If the unit is not required under our rules to have an EEO recruitment program due to the size of its full-time workforce (having fewer than six full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you still must respond to this audit letter. In your response, however, you must provide only a list of the unit's full-time employees, identified only by job title (no names should be provided) and the number of hours each is regularly assigned to work per week, **and a response to question 3(e) below.**

3. **Audit Data Requested.** If the unit employs six or more full-time employees (as defined above), provide the following information in your response to this letter, including an explanation regarding any requested information that you are unable to provide:

(a) The employment unit's most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit's public file by October 1, 2015. If the unit has a website, provide its web address. If the unit's most recent (2015) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 76.1702(b).

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

(c) In accordance with 47 C.F.R. § 76.75(c)(5), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the above-noted EEO program information.

(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing training for staff. Specify the unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two initiatives within a 12-

month period, pursuant to 47 C.F.R. § 76.75(b)(2).

(e) Disclose any pending or resolved complaints involving the unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with 47 C.F.R. § 76.75(f), describe the unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

(g) In accordance with 47 C.F.R. § 76.75(g), describe the unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has one or more union agreements, describe how the unit cooperates with each union to ensure EEO policies are followed for the unit's union-member employees and job applicants. Address any problems found as a result of this 47 C.F.R. § 76.75(g) analysis and how the unit has resolved them.

4. **Procedures.** Direct your response to EEO Staff, Policy Division, Media Bureau, Federal Communications Commission, 445 12th Street, S.W., Washington, DC 20554. The response must be received by the Commission by November 25, 2015. The accuracy and completeness of the response must be certified to by an authorized officer, partner or other principal of the owner of the unit. The response may be in the form of a CD or other electronic medium, as long as the certification provided refers to the material submitted and is on paper with an original signature. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; *see also* 47 C.F.R. § 1.17), and/or forfeiture (47 U.S.C. § 503). Absent an extension of time, failure to respond to this audit letter by the above deadline is also punishable by sanctions in accordance with 47 C.F.R. § 76.77(f) and may result in a certification that the unit is not in compliance for 2013 with the Commission's EEO rules. Extensions of time must be requested in writing (or e-mail sent to lewis.pulley@fcc.gov) and will be granted only upon a showing of extraordinary circumstances.

5. In accordance with 47 C.F.R. § 76.79, a copy of this letter and your response will be placed in the Commission's public file for the unit. Consequently, your response should not include personal data about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that units retain such information in their records, or that such information be provided in response to this audit letter. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

Enclosure

Emp Unit ID #	MSO/Operator Name	County Location	State Location
2169	ARMSTRONG UTILITIES, INC.	CRAWFORD	PA
10588	ARMSTRONG UTILITIES, INC.	BUTLER	PA
11799	ATLANTIC BROADBAND (PENN) LLC..	BLAIR COUNTY	PA
2127	BLOCK COMMUNICATIONS	LUCAS	OH
12754	BRC DUNCANNON	PERRY	PA
7506	BRIGHT HOUSE NETWORKS, LLC	WAYNE COUNTY	MI
8795	BROADSTRIPE LLC	EATON COUNTY	MI
12775	BVU AUTHORITY	WASHINGTON	VA
659	CABLE ONE, INC.	GRENADA COUNTY	MS
5476	CABLE ONE, INC.	CASS COUNTY	ND
9913	CABLEVISION SYSTEMS CORP	MIDDLESEX	NJ
12381	CHARTER COMMUNICATIONS	SHASTA	CA
12392	CHARTER COMMUNICATIONS	GENESEE	MI
12403	CHARTER COMMUNICATIONS	STEARNS	MN
12412	CHARTER COMMUNICATIONS	BUNCOMBE	NC
12426	CHARTER COMMUNICATIONS	GREENVILLE COUNTY	SC
12437	CHARTER COMMUNICATIONS	MAURY	TN
12447	CHARTER COMMUNICATIONS	MARATHON	WI
12477	CHARTER COMMUNICATIONS	DENVER COUNTY	CO
12502	CHARTER COMMUNICATIONS	ST. TAMMANY PARISH	LA
12607	CHARTER COMMUNICATIONS	WASHOE COUNTY	NV
12621	CHARTER COMMUNICATIONS	UNION	OR
12635	CHARTER COMMUNICATIONS	BLOUNT	TN
12649	CHARTER COMMUNICATIONS	WILSON	TN
12663	CHARTER COMMUNICATIONS	ELLIS	TX
12682	CHARTER COMMUNICATIONS	FOND DU LAC	WI
1568	CITY OF WILSON DBA GREENLIGHT	WILSON	NC
11683	COMCAST CABLE COMMUNICATION	WASHINGTON	OR
726	COMCAST CABLE COMMUNICATIONS	BUCKS	PA
11525	COMCAST CABLE COMMUNICATIONS	PHILADELPHIA	PA
11653	COMCAST CABLE COMMUNICATIONS	SALT LAKE	UT
11892	COMCAST CABLE COMMUNICATIONS	MIDDLESEX	MA
12152	COMCAST CABLE COMMUNICATIONS	BALTIMORE	MD
12777	COMCAST CABLE COMMUNICATIONS	BROWARD	FL
12808	COMCAST CABLE COMMUNICATIONS	HILLSBOROUGH	NH
990418	COMCAST CABLE COMMUNICATIONS	CHESTER	PA
8364	COMCAST CABLE COMMUNICATIONS, LLC	BALTIMORE	MD
11537	COMCAST CABLE COMMUNICATIONS, LLC	ALAMEDA	CA
11546	COMCAST CABLE COMMUNICATIONS, LLC	COOK	IL
11593	COMCAST CABLE COMMUNICATIONS, LLC	LAKE	IN
11666	COMCAST CABLE COMMUNICATIONS, LLC	SNOHOMISH	WA
11915	COMCAST CABLE COMMUNICATIONS, LLC	FRESNO	CA

1352	COX COMMUNICATIONS	BIBB COUNTY	GA
7299	COX COMMUNICATIONS	FAIRFAX COUNTY	VA
10881	COX COMMUNICATIONS	TULSA COUNTY	OK
12041	EAGLE COMMUNICATIONS, INC.	DICKINSON COUNTY	KS
52684	FIDELITY CABLEVISION, INC.	FRANKLIN COUNTY	MO
5271	GANS MULTIMEDIA PARTNERSHIP	COLUMBIA	PA
12830	GOOGLE FIBER, INC.	UTAH COUNTY	UT
990460	GOOGLE FIBER, INC.	SANTA CLARA COUNTY	CA
12295	GRANDE COMMUNICATIONS NETWORKS LLC	MIDLAND	TX
12249	GREENE COUNTY PARTNERS, INC.	CASS COUNTY	IL
1575	LAWTON, OK	COMANCHE COUNTY	OK
11443	MEDIACOM COMMUNICATIONS CORPORATION	MARSHALL	IA
825	MERTOCAST COMMUNICATIONS	BENNETTSVILLE	SC
11868	METROCAST CABLEVISION OF NH LLC	BELKNAP	NH
12015	RITTER COMMUNICATIONS HOLDINGS	MARKED TREE	AR
12829	VYVE BROADBAND A, LLC	COMANCHE COUNTY	OK
738163	WEHCO VIDEO, IN.C	ST. FRANCIS	AR
193079	WEHCO VIDEO, INC.	GREGG	TX

Google Fiber Inc.
1600 Amphitheatre Parkway
Mountain View, CA 94043

Google fiber

Tel: 650.623.4000
Fax: 650.618.1806
www.google.com/fiber

November 20, 2015

Via [Method]

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Re: Audit Data Requested: Google Fiber Inc.

Dear EEO Staff:

Google Fiber Inc. responds to the FCC's Equal Employment Opportunity (EEO) audit letter dated October 9, 2015. Should you have any questions concerning this submission, please do not hesitate to contact me.

Sincerely,



Marton Sziraczki
Compliance Manager
Email: marton@google.com
Tel: (650) 564 2104

GOOGLE FIBER INC. RESPONSES

(a) The employment unit's most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit's public file by October 1, 2015. If the unit has a website, provide its web address. If the unit's most recent (2015) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 76.1702(b).

Response

Information concerning all of Google Fiber Inc.'s ("Google Fiber") subsidiaries and employment units is included on a corporate website at: <https://fiber.google.com/about/jobs/eeo/>. This website contains links pertaining to Google Fiber's employment unit and its regulatory filings. Google Fiber's EEO filing submitted to the FCC on September 30, 2015 is available at:

<https://fiber.storage.googleapis.com/legal/2015/google-fiber-inc-fcc-form-396-c.pdf>.

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

Response

Full-time job vacancies for Google Fiber were promoted through outreach activities including: job fairs; non-profit events focused on diversity (e.g., Anita Borg events); an "Evening with Fiber" networking event aimed at veterans; Digital Inclusion Fellowships; postings on internal job boards; postings on external job boards; searches for qualified candidates on LinkedIn; receiving and reviewing internal and external candidate referrals; sourcing jams; and on-campus University and MBA recruiting. Information related to announcements of full-time positions is available in Attachment 1: [Google Fiber Inc. Roles Announced - Year Ended September 30, 2015](#).

To date, no organization has requested notification of Google Fiber's job openings.

Information about the date on which positions were filled and the recruitment source that referred the hiree is available in Attachment 2: [Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015](#).

(c) In accordance with 47 C.F.R. § 76.75(c)(5), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the above-noted EEO program information.

Response

The total number of interviewees for each vacancy and the referral source for each interviewee are included in Attachment 3: [Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015](#).

(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing training for staff. Specify the unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two initiatives within a 12-month period, pursuant to 47 C.F.R. § 76.75(b)(2).

Response

A list of recruitment initiatives is included in Attachment 4: [Google Fiber Inc. Outreach Activities - Year ended September 30, 2015](#).

645 people worked in the Google Fiber employment unit on a full-time basis during the reporting period. Please note that Google Inc. is the employer of record of all full-time employees working in the employment unit.

The population of the San Francisco designated market area exceeds 250,000 people. Based upon these factors, the unit must perform two recruitment initiatives within a 12-month period. Please refer to Attachment 4 for a list of the Google Fiber employment unit's outreach activities.

(e) Disclose any pending or resolved complaints involving the unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

Response

No relevant complaints have been made against the Google Fiber employment unit.

(f) In accordance with 47 C.F.R. § 76.75(f), describe the unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

Response

The employment unit's recruitment program is run by its ultimate parent company, Google Inc. Recruiting statistics are run on a regular basis to analyze different demographics going through the recruiting process. The statistics are monitored for trends and reviewed with leadership.

All job announcements are reviewed by a central Job Analysis Team to review job descriptions to ensure that objective minimum and preferred qualification criteria have been documented, which helps ensure more objective and nondiscriminatory selection of candidates.

At the end of each performance cycle, promotion statistics are analyzed on a department-by-department basis by Google's Human Resources Department and senior management to ensure continued evaluation of performance, outliers, etc.

(g) In accordance with 47 C.F.R. § 76.75(g), describe the unit's efforts to analyze its EEO

policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has one or more union agreements, describe how the unit cooperates with each union to ensure EEO policies are followed for the unit's union-member employees and job applicants. Address any problems found as a result of this 47 C.F.R. § 76.75(g) analysis and how the unit has resolved them.

Response

Google ensures nondiscrimination in promotion within the employment unit through the following practices:

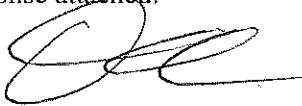
- Annually, in September and October, the company undertakes its annual performance review cycle, which is known as “Perf.” Human Resources representatives for each department are involved in final calibration of performance ratings and promotion recommendations. This process helps to ensure that promotions are being undertaken in a nondiscriminatory fashion. Promotion decisions are not made by any single individual but by a committee to ensure fair and transparent processes.
- All managers are provided with various resources regarding the promotion process, objective factors against which to evaluate all employees, and literature reiterating the need for unbiased decision-making in the process.
- At the conclusion of each performance cycle, promotion statistics are analyzed on a per department basis by HR and senior management in order to evaluate performance, outliers, etc.

Google supports positive application and enforcement of equal employment opportunity policies. Personnel playing key roles in this process include:

- The Employment Legal Team sets employment policies for the company and assists with ensuring that policies are followed in interactions with employees and candidates.
- HR Business Partners serve as liaisons between HR and other parts of the business. HR Business Partners facilitate all “people programs” within HR, including compensation, performance reviews, promotions, talent review, learning, and development.
- The Staffing Team is responsible for employment unit recruitment, sourcing, interviews, and collecting feedback.
- Google Fiber management partners directly with HR and other teams referenced above to ensure that the organization is hiring and promoting individuals in alignment with business needs and to ensure the business is expanding in a manner that is consistent with HR practices. Management also is directly involved in performance reviews, compensation planning, interviews, etc.
- The Diversity Team is responsible for fostering an environment at Google that embraces and celebrates diversity, working to ensure that every candidate and employee has equal opportunity. The team provides training for staffing and senior business teams motivated toward eliminating unconscious bias from the hiring process. In keeping with Google’s performance management policies and processes, leaders and people managers are reviewed semi-annually by their leadership team, just as other employees are. In addition, managers are assessed based on their management performance by company-wide employee satisfaction and upward feedback surveys.

Certification

I hereby certify that I am the duly authorized agent of the owner of the unit Google Fiber Inc. and certify the accuracy and completeness of the response attached.

Handwritten signature:  _____

Printed name: Dennis Kish

Title: Manager, Google Fiber Inc.

Date: November 20, 2015

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Enterprise Applications Developer, Google Fiber - Mountain View

[Job posted internally: 3/16/15; Job posted on Google site: 3/17/15; Job removed: 7/14/15]

External Posting Title:

Enterprise Applications Developer, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Enterprise Applications Developer, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

The Fiber Enterprise Solutions team in Google Fiber will focus on providing secure, sustainable and reliable applications and analytics to help scale Fiber business operations, which is undergoing a rapid expansion and investment phase as it goes from the initial Kansas City to many more cities throughout the country. Initial efforts include integral management of disparate data sources and software tools and systems for the business to improve workflow and productivity, automation for planning and scheduling functions, and intelligent use of data for deriving insights and making better decisions in areas like scheduling, prediction and process improvement.

You will be part of a focused development team with a goal to build enterprise tools and applications to empower our internal and operational business users with tools and actionable analytics. You are expected to work with cross-functional teams, and are able to execute well in a fast-paced and sometimes ambiguous environment. You will apply and invent technologies to enable scaling and faster pace of execution for the business, and be able to build a strong engineering and analytics team.

Responsibilities:

- Act as a key contributor on the development team.
- Own development, delivery and support of internal tools and end-to-end applications to support Fiber Enterprise.
- Build end-to-end solution on small-to-mid sized software modules and systems. Work with Technical Leads and build scalable and reliable technical solutions to business/functional specifications.
- Ensure code and test quality from design through delivery and support.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Work with other parts of Google to take advantage of existing solutions, technologies and resources when applicable.

Minimum qualifications:

- BS degree in Computer Science, Electrical Engineering or related field, or equivalent practical experience.
- 4 years of relevant experience with software development as well as a record of individual technical achievement using C++, Java, SQL.
- Firsthand experience building and delivering enterprise software solutions and line-of-business apps.
- Experience with object-oriented analysis and design methods including Unified Modeling Language (UML) and Entry-Relationship Diagrams (ERDs).

Preferred qualifications:

- MS degree in Electrical or Computer Engineering, Computer Science or equivalent.
- Experience with one or more of the following: Integration Frameworks, BPM and workflow technologies, ticketing tools with large-volume transactions and messaging.
- Experience with building homegrown and customizing complex packaged applications (ERP, CRM, Supply Chain, etc.) to support and advanced business rules and logic.
- Knowledge of Linux and scripting languages such as Python, shell, etc.
- Strong communications skills with ability to describe complex technical algorithms, methods and analysis results.

Outside Plant (OSP) Project Manager, Google Fiber - San Jose [Job posted internally: 10/29/14; Job posted on Google site: 11/3/14; Job removed: 7/22/15]

External Posting Title:

Outside Plant (OSP) Project Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Project Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities, and utility representatives.
- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of EPC vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 10 years of experience managing large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams with profit and loss responsibility.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and experience in negotiating with contractors and vendors.
- Management experience in driving contractor performance.

Preferred qualifications:

- BS degree in Construction Management or an engineering field.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
- Experience with Primavera project management system.
- Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality.
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.

Supply Chain Analyst, Google Fiber - Mountain View

[Job posted on Google site: 2/11/14; Job removed: 10/2/14]

External Posting Title:

Supply Chain Analyst, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Supply Chain Analyst, Google Fiber - Mountain View

Google's custom-designed machines make up one of the largest and most powerful computing infrastructures in the world, and the Global Logistics team procures and manages the resources that power our immense collection. As a part of this team, you apply your knowledge of supply chain principles and your problem solving prowess to key logistics processes (managing vendors, shipping & receiving, inventory management, warehousing & distribution, transportation, etc.). Your diligence ensures the global delivery and life cycle management of network equipment is timely and efficient. You help the networking material supply chain by understanding the unique needs of the deployment team and defining best practices across multiple cross-functional teams. The end result of your work is the delivery of Google's products and services to millions of users around the world.

Additional Role Description:

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. As the Supply Chain Analyst within Google Fiber Supply Chain, you will work closely with external partners, Sales, Marketing and Procurement to develop accurate supply and demand forecasts that directly support Google Fiber's expanding customer base. You will work closely with internal IT team, identifying and driving system enhancements. You will be a key member in developing and institutionalizing operational metrics that drive Google and it's business partners to meet cost, delivery and quality objectives.

Responsibilities:

- Work across various organizations to aggregate world-wide demand forecasts for critical commodities.
- Develop and execute high quality global supply plans that efficiently utilize inventory assets. Develop, institutionalize and update key operational metrics.
- Be a leading team member in the development of fulfillment strategies throughout the entire product lifecycle.
- Act as a focal point for inventory and fulfillment objectives; working closely with contract manufacturers, suppliers to ensure on-time delivery.
- Champion process improvements and tool development towards efficiency gains in inventory management and fulfillment

Minimum qualifications:

- Bachelors degree with emphasis in operations or equivalent practical experience.
- 5 years of work experience in supply chain/manufacturing: manufacturing/factory operations, S&OP, fulfillment planning and execution.

Preferred qualifications:

- BS/MS in IE/OR or MBA.
- Experience with SQL. Excellent analytical skills, tenacious problem solver.
- Experience with ERP manufacturing, planning, inventory modules.
- Demonstrated strategic business planning and execution skills.
- Excellent communication and interpersonal skills; ability to successfully work across multiple levels of the organization.
- Strong knowledge of manufacturing and supply chain processes.

Network Operations Center (NOC) Technician, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job posted internally: 10/29/12; Job posted on Google site: 11/4/12; Job removed: 1/14/15]

[Job re-posted internally: 1/15/15; job posted on Google site: 1/20/15; Job removed: 3/2/15]

External Posting Title:

Network Operations Center (NOC) Technician, Google Fiber - Mountain View

Company overview:

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Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Network Operations Center (NOC) Technician, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You maintain safe and efficient network operations. You oversee our network performance and our planned maintenance, and you respond to outages and issues in real time.

Additional Role Description:

"The NOC Technician works in an advanced Network Operations Center (NOC) handling the disposition of tickets from customer support, interpreting alerts generated by monitoring systems, coordinating communications between groups, following defined processes for problem classification, basic troubleshooting and insuring the best resources are brought to bear as quickly as possible when handling problem-inducing events.

As such, a calm demeanor, good organizational skills, excellent communications, logical thought processes and a background in networking technologies are important in that order. You will have experience in all these areas, a can-do attitude and a hunger to learn more about networking technologies."

Responsibilities:

- Monitor the network for stability and performance in order to maintain 24x7 operations and resolve service impacts as they occur.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Work trouble tickets effectively and efficiently and that interact with engineering, field technicians, and telecommunications carriers to facilitate resolving service issues in accordance with established processes and procedures.
- Document problem descriptions and detailed problem diagnosis with accuracy and compliance with established practices. Review and where necessary update the tracking of problems in trouble-ticketing system.
- Participate in the transfer of information from one shift to the next.

Minimum qualifications:

- BA or BS in a technical discipline. 2 years of relevant work experience, in lieu of degree.
- At least 1 year of experience in supporting customers in an Internet service provider environment or large area network and experience with network change management control policies.
- Knowledge of TCP/IP fundamentals and commonly-used network protocols (MPLS, IPv6, Multicast, OSPF, BGP, IS-IS).
- LAN and WAN troubleshooting skills and a solid understanding of network security.

Preferred qualifications:

- Knowledge of common FTTH access technologies.
- Network certifications (or equivalent training/experience).

Software Engineer - Mountain View

[Job posted on HotJobs: 10/24/03; Job posted on Craigslist: 2/6/04; Job posted on Dice: 1/11/05; Job posted on Monster: 7/19/06; Job posted on Careerbuilder: 4/2/07; Job posted on LinkedIn: 4/2/07; Job posted on Kitlist: 5/10/07; Job still active]

External Posting Title:

Software Engineer - Mountain View

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The area: Engineering & Operations

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The role: Software Engineer - Mountain View

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

Additional Role Description:

Google aspires to be an organization that reflects the globally diverse audience that our products and technology serve. We believe that in addition to hiring the best talent, a diversity of perspectives, ideas and cultures leads to the creation of better products and services.

Responsibilities:

- Design, develop, test, deploy, maintain and improve software.
- Manage individual project priorities, deadlines and deliverables.

Minimum qualifications:

- BS degree in Computer Science, similar technical field of study or equivalent practical experience.
- Software development experience in one or more general purpose programming languages.
- Experience working with two or more from the following: web application development, Unix/Linux environments, mobile application development, distributed and parallel systems, machine learning, information retrieval, natural language processing, networking, developing large software systems, and/or security software development.
- Working proficiency and communication skills in verbal and written English.

Preferred qualifications:

- Master's, PhD degree, further education or experience in engineering, computer science or other technical related field.
- Experience with one or more general purpose programming languages including but not limited to: Java, C/C++, C#, Objective C, Python, JavaScript, or Go.
- Interest and ability to learn other coding languages as needed.

Customer Operations Specialist, Reporting, Google Fiber - Mountain View [Job posted internally: 11/11/14; Job posted on Google site: 11/14/14; Job removed: 5/21/15]

External Posting Title:

Customer Operations Specialist, Reporting, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Customer Operations Specialist, Reporting, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

At Google, data drives all of our decision-making. As a Customer Operations Analyst with Google Fiber, you will use your analytical skills to help monitor and identify the Customer Operations Team's operational challenges and opportunities in the areas of workflow efficiency, operational process, automation tools, and service delivery. You will work with our Google and vendor teams (call centers, service centers, etc.) to monitor operational health reports, partner with our business analysts to design, query and report on operational metrics, and work with management to drive business insights. You will also work with the wider Customer Operations team to define and measure the impact of initiatives to help them understand the outcome of their projects and business decisions.

Responsibilities:

- Work closely with the Customer Escalations Team to understand data needs, operational Service Level Agreements (SLAs) and monitoring/reporting tools.
- Be a core contributor to Customer Escalations team meetings, presenting data trends, insights and ideas back to the business.
- Work with Fiber Business Analyst partners to help learn about and provide feedback on Fiber's data infrastructure including Data Warehousing, reporting, and analytics platforms.
- Use fundamental analytical skills to solve a variety of problems pertaining to data mining, data display and root cause analysis.
- Investigate operational data trends and liaise with appropriate teams to resolve issues in a timely manner.

Minimum qualifications:

- BA/BS degree in Computer Science, Mathematics, Statistics, other similar quantitative field or equivalent practical experience.
- 2 years of relevant experience.
- Data extraction experience using SQL and other scripting languages.

Preferred qualifications:

- In-depth experience with commercial BI tools or emerging BI technologies.
- Ability to learn quickly, self motivated, problem solve, own multiple tasks simultaneously, and thrive in ambiguity with little direction.
- Genuine excitement and passion for developing and analyzing large, complex data sets and converting them into the information/insights that drive business decisions at all levels of the organization.
- Excellent business partnering and communication skills.

Training Manager, Google Fiber - Mountain View

[Job posted internally: 10/7/14; Job posted on Google site: 10/10/14; Job removed: 11/26/14]

External Posting Title:

Training Manager, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Google Access 2

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: Training Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

As the Training Manager for Google Fiber, you will oversee all of the training and quality assurance operations for Google Fiber Customer Support. This includes the training for all team members who interact with customers, quality assurance for all call centers, in-home installers and service center personnel, customer satisfaction tracking and reporting, as well as our training academy. You will be responsible for not only managing the program to a continued high level of performance, but also finding new ways to approach training and QA to continue to drive the quality of customer support higher and higher. Strong people management is also an important piece of the position. The team includes a wide range of experience levels and strong mentoring and coaching will be integral to the day-to-day job.

Responsibilities:

- Manage the training, quality assurance, customer satisfaction, and training academy teams.
- Develop, maintain, and report on appropriate metrics to drive process improvements and customer experience.
- Contribute to maintaining high level of customer support through training and QA programs.
- Prioritize training programs while managing new product and service launches.
- Manage the customer experience projects along with other team members.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 12 years of customer service experience in training/QA.
- People management experience with experience managing staff growth.
- Project management experience.

Preferred qualifications:

- Experience in direct customer support (spending time communicating with customers).
- Experience launching new programs.
- Experience building or managing customer experience projects or programs.
- Strong, customer relationship skills and customer relations management.
- Team player with excellent presentation and communication skills that adapt to ever changing requirements including operating under tight deadlines and pressure situations.

Market Development Manager, Google Fiber, Mountain View/San Francisco
[Job created internally: 5/22/15; Job not posted internally or externally]

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

External Posting Title:

Market Development Manager, Google Fiber, Mountain View/San Francisco

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Market Development Manager, Google Fiber, Mountain View/San Francisco

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

Google Fiber's Business Strategy & Operations organization drives critical new business initiatives and strategic partnerships. By facilitating cross-functional goal alignment, using data to drive decisions, and leading business development projects from inception to execution, we help Google Fiber execute against its current goals and evolve early stage ideas into future growth initiatives.

Our Business Strategy & Operations unit is growing its Market Development team, an advance team who enters a region up to a year before we launch Google Fiber service. As a Market Development Manager, you'll be responsible for creating and running projects that help us (1) successfully launch in-region sales efforts, and (2) effectively maintain consistent sales growth as we scale services in each region.

Responsibilities:

- Produce programs that help us begin selling, and continue selling effectively, in Google Fiber cities.
- Identify and establish key relationships in the real estate community, including real estate owners, real estate developers, telecoms consultants, real estate attorneys, and other individuals and organizations that influence the real estate community.

- Understand the existing providers and business practices, both nationally and regionally.

Define the nature, organization, and operations of the sales effort required for Google Fiber to be successful in each market.

- Evaluate the competitive landscape of each region and formulate winning responses.
- Identify pitfalls we will encounter and drive solutions to these issues before they occur.

Create the necessary conditions so a sales team can be immediately productive when they are hired into a city.

Minimum qualifications:

- Experience in Business Development, (Enterprise-level) Sales, Senior Sales Operations, Senior Sales Strategy and/or Sales leadership.
- At some point in your life, you sold something to someone else (from enterprise technology solutions to running a lemonade stand - sales experience comes in different forms).

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Experience establishing, building, and managing partner relationships.
- Strong analytic and business skills.

Preferred qualifications:

- A sense of humor, and the ability to balance ambition with humility.
- Comfortable presenting work, both internally and externally. Experienced as a public speaker/presenter.

CPE Operations Engineer, Google Fiber - Mountain View

[Job posted internally: 5/7/13; Job posted on Google site: 5/9/13; Job removed: 4/8/15]

External Posting Title:

CPE Operations Engineer, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: CPE Operations Engineer, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity to consumers and the Network Operations team is responsible for architecting, designing and deploying the network and systems to deliver this service. We'd love for you to join us to help re-shape and revolutionize the way people think about and use their Internet connectivity.

As a CPE Operations Engineer, you will be responsible for the operational integrity of the various devices which are located in a subscriber's home which are part of the Google Fiber service. The devices consist of a residential gateway (router), an all-home DVR solution and a set-top box (connected to the TV). All these boxes are continuously monitored by Google systems and report a rich set of diagnostic data for troubleshooting. You will develop monitoring to proactively alert on issues, ensure that new software

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

releases get deployed and troubleshoot problems when recovery methods do not work. In this role, you sit between customer service and software development and heavily interact with both groups. You should have good understanding of networking technologies and protocols, IPTV, Linux and various home entertainment and theater systems. You should also be able to write scripts for monitoring and automation. Experience in systems management and development is a definitive plus. The most successful candidates for this role will have strong analytical and troubleshooting skills, fluency in coding, solid communication skills and a desire to tackle complex problems.

Responsibilities:

- Respond to escalations from Customer Service to investigate and resolve specific subscriber issues.
- Proactively identify and track discovered software and hardware defects during the course of troubleshooting.
- Assist the software development team in understanding operational issues observed among the subscriber base.
- Develop tools to automate processes to deploy images and assist in monitoring and surveillance of devices.
- Work on a rotating shift schedule to support a 24-hour, 7-day operation.

Minimum qualifications:

- BS in Computer Science, Electrical Engineering, or related field (in lieu of degree, 4 years relevant work experience)
- Knowledge of TCP/IP fundamentals (includes IPv6 and IPv4 Multicast), LAN and WAN troubleshooting
- Strong understanding of home networking technologies including IPTV using IP multicast, WiFi and MoCA
- Strong English-language written and oral communications skills with the ability to handle tickets, e-mail messages, and phone calls

Preferred qualifications:

- Expertise in analyzing and troubleshooting distributed systems
- Experience in the installation and systems administration of Linux systems
- LPI Level 2 or higher and/or RHCE.
- Network certifications (e.g. JNCIS, CCNA, etc.)
- Solid scripting skills in Python, PHP, Perl or Shell

Product Marketing Manager, Google Fiber - Mountain View

[Job posted internally: 3/24/14; Job posted on Google site: 8/13/14; Job removed: 10/10/14]

External Posting Title:

Product Marketing Manager, Google Fiber - Mountain View

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The area: Marketing

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

Your focus will be on introducing Google Fiber to communities throughout the US. With an internet connection that is 100 times faster than today's average broadband speeds you will help to write the next chapter of the internet.

As a Product Marketing Manager for Google Fiber, you will take part in a complete marketing experience as you engage with the Product and Engineering teams to define the product. From determining positioning to competitive analysis, to campaigns and external communications, you help shape how new product features are marketed to Fiber users as a part of a complete product experience. The role enables you to design and run creative campaigns to promote our product innovations.

Responsibilities:

- Develop and execute innovative strategies and marketing plans that drive awareness, engagement and product adoption.
- Work across several aspects of marketings – from branding and positioning to targeted outreach and strategy, advocacy, events and communication.
- Develop and execute strategies that create a lasting, positive impact on communities throughout the US.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience working in digital media and technology, in product or marketing.

Preferred qualifications:

- A marketer with a track record of excellence.
- Demonstrated ability to think strategically about complex issues, leading to thoughtful recommendations, action plans and online campaigns.
- Strong communications skills. Able to translate complex issues into simple/intuitive communications and stories.
- Ready to roll sleeves up and operate in a highly collaborative, fast-paced environment. Can work on multiple projects simultaneously in a dynamic and ambiguous environment.
- Outstanding execution and problem solving skills, resourcefulness, and attention to detail.

Commercial Contracts Manager, Google Fiber

[Job created: 6/24/15; Job was not posted internally or externally]

External Posting Title:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Commercial Contracts Manager, Google Fiber

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The area: Access - Fiber

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The role: Commercial Contracts Manager, Google Fiber

Google works with thousands of strategic partners across the globe every day. The Global Infrastructure Commercial Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's data center and network operations and our global partners. As a member of the team, you proactively review existing and new contracts, permits, terms and obligations and collaborate with teams across the company to execute new deals and to refine and maintain contractual data. You coordinate with facilities, network operations, global negotiators, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. As Google continues to innovate and grow, you also work on special compliance projects with municipalities, government entities, mergers and acquisitions. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

Additional Role Description:

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. As a Commercial Contracts Manager, you will work closely with members of the Business, Engineering, and Legal teams to help Google Fiber scale through key supplier and partner engagements. By drawing on a broad set of business and technical experiences, you will be a key driver in enabling the execution of our materials and services suppliers who will contribute to the build of our nationwide networks. Your leadership across several functional domains will culminate in the completion of various concurrent network deployment and operations efforts that will delight Google Fiber's customers and drive the web forward.

As a Commercial Contracts Manager, you will ensure that all appropriate contractual requirements are being met to support the velocity of the business. You are a proven professional with a track record of contract administration, contract interpretation, and contract lifecycle tracking, who will utilize your experience and skills to help Google Fiber and the team meet its aggressive growth objectives. The role requires strong organizational and problem solving skills, the ability to work independently with limited supervision, strong communication skills, and an ability to continually improve the efficiency of contracts related processes.

Responsibilities:

- Collaborate with stakeholders to assist in the drafting and execution of various types of agreements including Master Agreements, Scopes of Work, Work Orders, NDAs and other commercial agreements.
- Track and facilitate Business and Legal approval of contracts through Legal Management System (Simba). Drive and manage supplier interactions to enable execution of agreements.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Partner closely with Finance, Builds, and Controls organization to ensure compliance and continuity across budget and financial forecast considerations.
- Conceptualize and sponsor initiatives to drive updated templates and ongoing process improvements across Supplier Management, Legal, Finance, and IT.
- Understand, document, and communicate long term contractual obligations to the business, ensuring Google meets its ongoing obligations.

Minimum qualifications:

- BA/BS degree in Finance, Accounting, Economics, or Business, or equivalent practical experience
- 3+ years of professional experience in contract management and administration, including hands on experience using contract/expense management systems
- Excellent communication and interpersonal skills with the ability to build strong relationships and work well within the team, as well as with cross-functional teams, including Legal, Engineering, Finance and others. Excellent problem-solving, analytical skills and detail oriented.
- Ability to manage and coordinate multiple assignments simultaneously in a deadline-driven, fast-paced and changing environment, accepting ownership and accountability of the process and deliver on commitments

Preferred qualifications:

- JD and / or substantial background in Contracts

Network Deployment Planner, Google Fiber - Mountain View

[Job posted internally: 6/12/14; Job posted on Google site: 7/9/14; Job removed: 3/9/15]

External Posting Title:

Network Deployment Planner, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Deployment Planner, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

As a deployment planner for the team, you will ensure all the active devices and infrastructure materials are specified, procured and in place for Google Fiber build-outs within data centers, stand-alone equipment shelters and video head-ends.

The role will require a high level understanding of network deployment and carrier environments along with strong project management and organizational skills. You will be responsible for driving consensus among multiple internal stakeholders in order to define a project's bill of materials, and ensure the complete bill of materials is procured and delivered according to deployment timelines.

Responsibilities:

- Create and review basic deployment packages including rack face elevations (RFEs) and the associated bill of materials.
- Manage deployment timelines and provide ongoing reporting, escalating any jeopardies to project schedules.
- Develop and execute high quality global materials plans that efficiently utilize inventory while aggregating demand forecasts.
- Act as a focal point for inventory and deployment objectives working closely with engineers, vendor managers and contractors to ensure project objectives are met.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 2 years of experience with manufacturing, supply chain management, and/or fulfillment planning and execution.
- 2 years of experience in project managing technology projects with at least 3 months of duration.
- Experience in strategic business planning with a focus on procurement and logistics processes.

Preferred qualifications:

- Experience working in a network vendor or telecommunications carrier environment with hands on knowledge of carrier backbone networking.
- Experience designing or building fiber optic or FTTx networks.
- Understanding of facilities and network infrastructure including racks, PDU's, routers, switches, and fiber optic cabling.
- Applicable industry certifications (e.g. RCDD , PMP, CCNA, JNCIA).

Systems Operations Engineer, Google Fiber - Mountain View [Job posted on Google site: 6/18/13; Job removed: 2/17/15]

External Posting Title:

Systems Operations Engineer, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Technical Infrastructure

Behind everything our users see online is the architecture built by the Technical Infrastructure team to keep it running. From developing and maintaining our data centers to building the next generation of Google platforms, we make Google's product portfolio possible. We're proud to be our engineers' engineers and love voiding warranties by taking things apart so we can rebuild them. We're always on call to keep our networks up and running, ensuring our users have the best and fastest experience possible.

The role: Systems Operations Engineer, Google Fiber - Mountain View

Systems Administrators embrace Google's motto to ensure millions of users can access the world's information without a glitch. As a Systems Administrator at Google, you own and support the needs of one of Google's server infrastructure systems. You're highly technical and work directly with other server and service owners to ensure reliability and sustainability of the Google service infrastructure as well as compliance with internal policies. Success in this role means you are able to support servers in a mixed operating system environment and work efficiently with our internal technology providers as well as other operations groups. Googlers rely on your guidance when it comes to design decisions so you'll have a direct impact in keeping the business productive.

Additional Role Description:

As a Systems Operations Engineer, you will be responsible for the stable operation of the Google Fiber server systems. These systems include network services (e.g. AAA systems, DNS, syslog, etc.), locally-integrated third-party applications, as well as locally-developed applications that interact with Google services. You will be at the center of server and application issues, drawing upon your problem management skills and technical expertise to expedite problem resolution. You will work with peers at all levels and in various specialties to drive continuous network improvement, helping to shape operational requirements, processes, and training. The most successful candidates for this role will have strong analytical and troubleshooting skills, the ability to think and act quickly, solid communication skills, and a desire to tackle complex problems.

Responsibilities:

- Administer LINUX systems, including configuration, troubleshooting, and automation.
- Administer Windows systems, including configuration, troubleshooting and automation.
- IP networking, including familiarity with the functionality, operating, and failure modes of networks
- Analyze complex system behavior, performance and application issues with specific expertise in finding root cause problems and resolving them.

Minimum qualifications:

- BS in Computer Science, Electrical Engineering, or related field (in lieu of degree, 4 years relevant work experience)
- Experience with the installation and systems administration of Linux and Windows server systems
- Expertise in analyzing and troubleshooting distributed systems and application software
- Knowledge of TCP/IP fundamentals (including IPv6 and IPv4 Multicast)

Preferred qualifications:

- Specific expertise in server-based network services (e.g. DHCP, AAA services, RADIUS, DNS, syslog, etc.)
- Familiarity with common open source systems management and database software
- Solid scripting skills in Python, PHP, Perl or Shell
- Experience working in an ISP, MSO, or carrier environment
- Strong grasp of system and network security concepts
- Systems certifications (LPI Level 2 or higher and/or RHCE)

Knowledge Base Specialist, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job posted internally: 10/3/14; Job posted on Google site: 10/8/14; Job removed: 12/3/14]

External Posting Title:

Knowledge Base Specialist, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Google Access 2

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: Knowledge Base Specialist, Google Fiber - Mountain View

With the Access Strategy and Operations team, you'll work to define an access project and oversee how it is implemented. You'll help us bring the transformative power of cloud computing, fiber-based and other technologies to markets and communities around the globe. As part of this team you fully immerse yourself in data collection, draw insight from analysis, and then zoom out to develop and implement compelling, synthesized recommendations.

Additional Role Description:

As a Knowledge Base Specialist at Google Fiber, you will be responsible for the creation and management of our vendor and internal-facing Help Centers. Your work will ensure that our front lines have the knowledge they need to support customers efficiently and effectively. You will work cross-functionally with all parts of the business to ensure that new and existing articles are crafted/maintained under dynamic and fluid deadlines. You will monitor the usability and usefulness of our internal knowledge base and be innovative as you work to make content easier to find and more meaningful for a variety of audiences. You will masterfully balance being highly detail-oriented with ensuring quick turnaround deadlines are met. You will also manage the configurations for our internal Help Centers.

Responsibilities:

- Define, compose, and maintain Fiber process, policy, and troubleshooting documentation across multiple customer-facing teams.
- Perform knowledge gap analysis to ensure knowledge bases are effective and work with cross-functional, internal team members, and vendors to improve documentation as needed.
- Manage the configurations and various other needs (translations, etc) of multiple Help Centers.

Minimum qualifications:

- BA/BS degree in English, Journalism, Technical Writing, or a related field or equivalent practical experience.
- 1 year of experience working in a fast paced customer support organization.
- Experience planning, researching, writing, and editing high-quality technical documents

Preferred qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Experience in technical operations and/or relevant experience in similar roles.
- Assertive and comfortable taking risks (e.g., propose rewrites of documents vs. waiting for requests to rewrite).
- Ability to work independently on deliverables and to navigate a complex technical landscape, interacting with multiple functional groups to assemble documentation.

Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View

[Job posted internally: 8/18/14; Job posted on Google site: 8/21/14; Job is still active]

External Posting Title:

Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

As a Broadband Network Engineer, you will be a key part of the team for creating and maintaining the Google Fiber access networks. Your responsibilities will include low-level network design, access-network capacity planning, platform management and maintenance, as well as serving as an escalation point for significant network events. You will have demonstrated skills in the design and operation of fixed-broadband access networks. Your skills will also be called on by the network test teams who will ask you to review their test plans prior to release. You will act as an escalation point for high severity network issues, combining excellent troubleshooting, communication, and network management skills, to expedite problem resolution and act as a key point of contact between internal groups, vendors, and network peers. You will learn quickly and adapt to changes. You will maintain a high sense of urgency while staying cool under pressure.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Plan and commission new access network equipment.
- Manage network capacity in cooperation with the Network Operations Center (NOC). Handle escalated trouble calls and work closely with the NOC, engineering, field technicians, and telecommunications carriers to resolve service issues.
- Act as an externally facing point of contact to facilitate handling of problem reports and maintain relations with network peers and vendors. Act as an internally facing point of contact to escalate technical issues and communicate network status.
- Oversee and execute planned network maintenance work, minimizing impact to services.
- Support occasional (approximately 1 week in 10) on-call duties for NOC escalation.

Minimum qualifications:

- BA/BS degree in EE/CS/CE or equivalent practical experience.
- 4 years of experience in an Internet service provider using fixed-broadband access technologies.
- Operational experience with BRAS and Broadband Network Gateways (BNG); Demonstrated experience with Broadband Forum TR-101 architectures.
- Experience with fixed-access technologies like GPON Optical Line Termination, DSLAMs and Ethernet for Broadband Access. Network routing protocol troubleshooting experience in all of DHCP, RADIUS, BGP, OSPF, ISIS, and MPLS. Experience with TCP/IP, IPv6, and Multicast.

Preferred qualifications:

- Network certifications such as CCNP/CCIE/JNCIS/JNCIE.
- Experience with Wi-Fi technologies including 802.1x.
- Knowledge of various Fiber to the Home (FTTH) access technologies.
- Understanding of MPLS and MEF service constructs including VLL (ELINE), VLPS (ELAN) and IP-VRF.
- Understanding of multicast, MPEG2-TS video distribution, H.264 and HEVC.
- Strong written and oral communications skills in English with the ability to influence others with your stellar network engineering solutions.

Document Controls Program Manager, Google Fiber - Mountain View

[Job posted internally: 9/8/14; Job posted on Google site: 9/11/14; Job removed: 12/29/14]

External Posting Title:

Document Controls Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The role: Document Controls Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

You will be responsible for managing our Documentation Management & Controls program for our business. This role is central to building and owning procedures, business continuity plans and policies to support of Fiber Operations across all enterprise functions. You can manage complex programs holistically. You are passionate about strategy and planning, execution and delivery of models.

Responsibilities:

- Lead construction and execution of a strategic documentation management plan to match business size and scale.
- Be responsible for structure, taxonomy, and storage of all operational content including controlled revisions.
- Create a documentation program to manage procedures, scheduling, document management and control; Report gaps and opportunities back into operational and solution management.
- Engage in technical discussions and be comfortable collaborating with subject matter experts across operations and software development teams; Establish Change Control Board to manage new content and revisions using best practices.
- Develop unified processes to leverage common patterns and best practices on inflow, updates to key content/data sets.

Minimum qualifications:

- Bachelor's degree in a technical discipline or equivalent practical experience.
- 4 years of relevant work experience, including 2 years of industry experience or equivalent.

Preferred qualifications:

- Experience with building and deploying complex, multi-site governance and controls.
- Knowledge of PMO and practical principles.
- Advanced document control concepts.
- Sound familiarity with facility management and/or infrastructure management.
- Excellent analytical, quantitative, and presentation skills.
- Demonstrated ability to lead and manage cross-functional programs/projects.

Product Marketing Manager, Google Fiber - Mountain View

[Job posted internally: 3/24/14; Job posted on Google site: 8/13/14; Job removed: 10/10/14]

[Job re-posted internally: 2/9/15; Job still active internally only]

External Posting Title:

Product Marketing Manager, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

Your focus will be on introducing Google Fiber to communities throughout the US. With an internet connection that is 100 times faster than today's average broadband speeds you will help to write the next chapter of the internet.

As a Product Marketing Manager for Google Fiber, you will take part in a complete marketing experience as you engage with the Product and Engineering teams to define the product. From determining positioning to competitive analysis, to campaigns and external communications, you help shape how new product features are marketed to Fiber users as a part of a complete product experience. The role enables you to design and run creative campaigns to promote our product innovations.

Responsibilities:

- Develop and execute innovative strategies and marketing plans that drive awareness, engagement and product adoption.
- Work across several aspects of marketings – from branding and positioning to targeted outreach and strategy, advocacy, events and communication.
- Develop and execute strategies that create a lasting, positive impact on communities throughout the US.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience working in digital media and technology, in product or marketing.

Preferred qualifications:

- A marketer with a track record of excellence.
- Demonstrated ability to think strategically about complex issues, leading to thoughtful recommendations, action plans and online campaigns.
- Strong communications skills. Able to translate complex issues into simple/intuitive communications and stories.
- Ready to roll sleeves up and operate in a highly collaborative, fast-paced environment. Can work on multiple projects simultaneously in a dynamic and ambiguous environment.
- Outstanding execution and problem solving skills, resourcefulness, and attention to detail.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Program Manager, Network Operations - Mountain View, Thornton or Cambridge
[Job posted internally: 9/2/14; Job posted on Google site: 9/5/14; Job removed 11/12/14]

[Job re-posted on Google site: 1/12/15; Job still active]

External Posting Title:

Program Manager, Network Operations - Mountain View, Thornton or Cambridge

Company overview:

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The area: Technical Infrastructure

Behind everything our users see online is the architecture built by the Technical Infrastructure team to keep it running. From developing and maintaining our data centers to building the next generation of Google platforms, we make Google's product portfolio possible. We're proud to be our engineers' engineers and love voiding warranties by taking things apart so we can rebuild them. We're always on call to keep our networks up and running, ensuring our users have the best and fastest experience possible.

The role: Program Manager, Network Operations - Mountain View, Thornton or Cambridge

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Network Operations Program Managers are responsible for helping to improve scaling and simplify complex workflows in our next stage of development as the builder and operator of the world's largest private global backbone network. By working with cross-functional teams across Network Operations (NetOps) you will document processes, help to develop workflow improvements, and assist with metrics, reporting, data gathering and communication. You quickly adapt and respond to changes as well as to new internal initiatives, and you thrive in an ever-changing, fast-growing technical environment. You are operational savvy with a 'get it done' attitude. You have the ability to make smart, independent decisions and the willingness to manage deliverables across teams/priorities.

Responsibilities:

- Be responsible for helping to increase velocity, efficiency, quality and automation across the NetOps Organization.
- Conduct workflow audits and perform analyses to identify ways to improve operational processes, improve data consistency and optimize tool efficiency.
- Create dashboards and monthly reporting metrics for the organization.
- Be responsible for possible hands-on project work, training development and knowledge transfers.

Minimum qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- BA/BS degree or equivalent practical experience.
- 2 years of relevant work experience.
- Experience creating and maintaining project schedules using project management systems.

Preferred qualifications:

- 5 years of relevant experience such as managing small and medium size projects.
- Demonstrated operations management aptitude and ability to manage projects of limited to moderate complexity and scope.
- Highly analytical, with a track record of being a strong problem solver, capable of translating analysis and insights into actionable business plans.
- Attention to detail and accuracy in data entry and logical thinking and independent decision making skills.
- Excellent written and verbal communication to bridge potential gaps across Operations and Engineering teams and exceptional interpersonal and solution-oriented attitude.

Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

[Job posted internally: 1/21/15; Job posted on Google site: 1/23/15; Job removed: 4/29/15]

External Posting Title:

Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

Like our users, Google projects span the globe, requiring managers to keep their eyes on the big picture. As a program manager at Google, you take lead on some of our most complex multidisciplinary projects. Working closely with internal customers, you determine the strategy necessary to usher projects from start to finish. You will manage project schedules, identify risks and communicate goals to your stakeholders. Often, projects will reach across offices, time zones and hemispheres, making it crucial that you be able to keep all teams and players coordinated on your goals and deadlines.

Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. As a Program Manager within Google Fiber Supply Chain Planning and Operations team, you will work closely with external partners, Sales, Marketing and Procurement to develop accurate supply and demand forecasts for strategic commodities and devices in order to directly support Google Fiber's expanding customer base.

As an expert in the field of global demand-supply planning and inventory management, you will evangelize and lead the development for best-in-class planning processes and systems in partnership with IT, Logistics and Finance.

As the planning and operations lead on critical commodities and devices, you will collaborate internally with Engineering and New Product Introduction (NPI) teams to enable seamless, efficient product transitions. You will be a key member in developing and institutionalizing operational metrics that drive Google and it's business partners to meet cost, delivery and quality objectives.

Responsibilities:

- Work across various internal organizations to operationalize S&OP process for critical commodities and devices. Collaborate internally to institutionalize forecasting process towards generation of high quality demand plans. Develop and execute supply plans that support customer requirements and efficiently utilize inventory assets.
- Lead process improvements and tool development towards efficiency and efficacy gains in planning, inventory management and fulfillment (forward and reverse). Develop and execute multiple projects/programs in support of long term process and system capability roadmap.
- Be a leading team member in enabling seamless transitions throughout the product lifecycle. Partner with Product, Engineering and NPI teams to enable ramp from NPI phase to mass production, mitigate E&O impact for products at end of life.

Minimum qualifications:

- Bachelor's degree with an emphasis in operations or equivalent practical experience.
- 5 years of work experience in supply chain management with an emphasis on functional roles in planning and fulfillment.

Preferred qualifications:

- BS/MS in IE/OR, MBA.
- Deep knowledge of S&OP processes as well as experience in development and implementation of planning systems and processes.
- Excellent analytical skills and a tenacious problem solver.
- Excellent communication and interpersonal skills; ability to successfully work across multiple levels of the organization.

Software Engineer, University Graduate - Beijing/Shanghai - 2015 Start

[Job posted on Google site: 5/6/14; Chinese version posted on Google site: 5/19/14; Job removed: 11/14/14]

External Posting Title:

Software Engineer, University Graduate - Beijing or Shanghai

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Software Engineer, University Graduate - Beijing or Shanghai

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Write server-side code for web-based applications, create robust high-volume production applications, and develop prototypes quickly. You should also have a strong understanding of, and practical experience with, Java web application development.
- Build our platforms, systems and networking infrastructure using your strong background in distributed systems, OS/kernel, network system design, and large scale storage systems.
- Build internal systems used by thousands of Googlers around the world with your domain expertise in HR, Staffing, Legal, and all other corporate functions.
- Specialize in one of these domains: UI development with AJAX and similar technologies, client application development for Windows/Mac (Chrome, Toolbar, etc.), embedded systems and mobile apps (Android), developer tools (IDEs, large-scale build systems, compilers), internationalization.

Minimum qualifications:

- BS degree in computer science or related technical field or equivalent practical experience.

Preferred qualifications:

- Experience with UNIX/Linux or Windows environments, distributed systems, machine learning, information retrieval and TCP/IP
- Extensive experience programming in C, C++, Java and/or Python
- Experience in network programming and/or developing/designing large software systems

City Engagement Manager, Google Fiber - Mountain View

[Job posted internally: 8/4/14; Job posted on Google site: 8/7/15; Job still active]

External Posting Title:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

City Engagement Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: City Engagement Manager, Google Fiber - Mountain View

Google's line of products and services to clients never stops growing. Strategic Partner Managers have the unique opportunity to create a long-lasting relationship with our top partners. You cultivate these existing partnerships to make sure they can take full advantage of Google's ever-growing suite of offerings. You possess strong relationship-building skills and are apt to see win-win opportunities with partners in order to best represent our users, products and programs.

Additional Role Description:

The City Deployment Team is at the forefront of expansion efforts for Google Fiber. The team is responsible for managing the strategic partnerships and key relationships required to bring Google Fiber to new communities.

As a City Engagement Manager, you will lead our earliest discussions with potential Google Fiber cities. You will have to navigate ambiguity, support diverse initiatives and work well in a cross-functional team environment.

Responsibilities:

- Lead exploratory discussions with the local governments of potential Google Fiber cities.
- Help create and adapt new business agreements/models with governments, infrastructure owners, engineering companies, etc.
- Negotiate franchise and other complex agreements with Google Fiber cities.
- Communicate and collaborate with a broad range of internal and external constituents (Product, Engineering, Marketing, Sales, Legal and top executives).
- Contribute to the refinement of Google Fiber's expansion strategy and planning in a data driven manner; Prepare and present communications documents and presentations for senior management and the broader organization.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in a business development environment, including experience with contracts or partner management.
- Experience negotiating legal contracts.
- Willingness to travel.

Preferred qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- MBA degree.
 - Experience operating within cross-functional teams (product management, implementation, legal, finance, marketing, etc.).
 - Ability to understand engineering and technology nuances; Grasp regulatory frameworks and find creative solutions within them.
 - Motivated by an entrepreneurial/start-up environment.
 - Ability to balance competing priorities and manage several time-sensitive project/deals in a fast-paced environment.
 - High level of comfort escalating and presenting key issues to senior management when appropriate.
- Excellent interpersonal and communication skills to formulate and articulate contractual, technical, financial and value points with partners and internal Google teams.

Consumer Operations Associate, Google Fiber [Job created: 1/19/15; Job not posted internally or externally]

External Posting Title:

TV Operations Associate, Google Fiber

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: TV Operations Associate, Google Fiber

At Google, we put our users first. From innovative software products like Gmail, YouTube, Chrome, StreetView to pioneering mobile devices like the Android, we build products that organize the world's information and make it universally accessible to our users. The Product Management team works closely with our engineers to guide products from conception to launch. As part of the Product Management team, you bridge the technical and business worlds as you design services that our customers love. You'll work with Googlers from Engineering, Sales, Marketing, and Finance, to name just a few. You have a bias toward action and can break down complex problems into steps that drive product development at Google speed. As a Product Manager, you will be part of shaping Google's next moonshot.

Additional Role Description:

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds to the home. Why join the Google Fiber team? Because we've got some ambitions. In October of 2012 we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri, but this is just the beginning. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web! Google Fiber TV is looking for a TV Operations Associate to join it's

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

growing Partner Engineering TV Video-On-Demand team. Responsibilities cover the full VOD content ingestion workflow.

Responsibilities:

- Operate and maintain VOD Content Management System that catalogs all of our assets. Work in conjunction with teammates to deliver quality metadata for our VOD offering.
- Respond to Partner MDU's (Metadata Updates) by performing operations in our VOD Content Management System.
- Work with TVCs performing QA to make fixes to metadata via our VOD Content Management System. Run various tools as needed to help with ingestion and quality control.
- Identify metadata issues, and correct them in the VOD Content Management System. Track issues using internal bug tracking system.
- Help to scale our ingestion model and improve quality of our VOD offering. May be called upon to train TVCs on new processes and/or workflow.

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- Experience with Google App suite.
- Have a passion for television, and desire to work with television and video content.

Preferred qualifications:

- Self-starter with ability to work independently and on multiple initiatives at the same time.
- Ability to work effectively cross-functionally with proven track record of driving results.
- Track record of being proactive, making constructive suggestions, and coming up with incremental improvements as well as step changes.
- Identify, lead and collaborate on various internal tools and operational processes.
- Document protocols and processes for various stakeholders.
- Bias toward action under ambiguity. Delivery and detail oriented.

Technical Solutions Specialist, Google Fiber - Mountain View

[Job posted internally: 9/24/14; Job posted on Google site: 9/29/14; Job removed: 12/3/14]

External Posting Title:

Technical Solutions Specialist, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Technical Solutions Specialist, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

As a Technical Solutions Specialist, you will help design and build the necessary tools and solutions to enable our team to effectively scale the business. You will work on a startup-like product within Google in a highly collaborative environment with cross-functional teams such as Engineering, Product, Sales and Operations. You have a passion to apply your technical expertise to solve real-world business challenges faced by Fiber. Not afraid of hands-on coding, you will provide your technical expertise, help business teams prioritize issues, solve problems in creative ways and then execute at speed.

Responsibilities:

- Design and develop integration solutions for various business systems and technical infrastructures.
- Design and develop automation solutions to complex business processes.
- Design, develop and maintain enterprise-grade web apps to analyze, monitor and visualize key performance metrics.
- Design, develop and maintain data extraction, transform and load (ETL) pipelines for reporting and analytics.

Minimum qualifications:

- BA/BS degree in Computer Science or related technical field or equivalent practical experience.
- 2 years of enterprise-level software development experience.
- Experience in object-oriented programming building business systems and tools.

Preferred qualifications:

- MS degree in Computer Science.
- Proven ability to work effectively in a fast-paced, highly cross-functional environment.
- Expertise in one or more of these programming languages: Python, Java, JavaScript.
- Clear verbal and written communication skills.

Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

[Job created: 12/10/14; Job not posted internally or externally]

External Posting Title:

Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity and enhanced TV products to consumers and the Network Operations Project Team guides the deployment of networking equipment, the integration of software systems to the network and the delivery of new network products and services. The Network Operations Project Team works closely with the other software, network and product engineering groups of Google Fiber in order to deliver new markets and services efficiently and on time.

Technical Program Managers are highly respected within Google and Google Fiber as having a good technical understanding, strong problem solving skills and a high degree of organization. Their prime function is to coordinate the delivery of projects across a diverse range of teams, people and skills. As Google Fiber expands its markets and product offerings, we are in need of these technically minded program managers to ensure we deliver powerful and exciting services in a timely fashion.

You will work with both internal engineering teams and external software and network vendors to ensure our goals are met and to put in place well defined processes to allow efficient large scale growth. You will also be involved in commercial negotiation and project budgeting.

Responsibilities:

- Identify, evaluate, plan, coordinate and execute on various projects, such as market expansion, new product introduction (NPI), vendor logistics and network commissioning.
- Develop processes, procedures, and documentation for efficient and scalable deployment of the network and products, liaising with other teams and the larger PM organization to harmonize efforts.
- Coordinate team efforts through task, milestone, and objective tracking along with metric reporting.
- Support external vendor engagements on behalf of Network Operations as well as other cross-functional groups, including procurement, logistics, vendor management, and legal.

Minimum qualifications:

- BS or BA in a relevant technical field (in lieu of degree, 4 years relevant work experience)
- 2 years of project management experience in the technology (networking or software) industry
- Excellent written and oral communication skills
- Outstanding organizational, prioritization, and multitasking skills

Preferred qualifications:

- Prior full-time experience working in a network vendor or telecommunications carrier environment
- Good understanding of carrier or ISP networks, OSS/BSS systems and their integration
- Self-directed, detail-oriented problem solver with the ability to lead and influence project team members and partners
- Comfort with operating in a high-paced, changing work environment with the ability to prioritize multiple functions and tasks, manage time efficiently and navigate ambiguity
- Project management certifications (e.g. PMP, PgMP, etc.)

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

[Job posted internally: 5/29/14; Job posted on Google site: 6/2/14; Job removed: 10/28/14]

External Posting Title:

Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View

Like our users, Google projects span the globe, requiring managers to keep their eyes on the big picture. As a program manager at Google, you take lead on some of our most complex multidisciplinary projects. Working closely with internal customers, you determine the strategy necessary to usher projects from start to finish. You will manage project schedules, identify risks and communicate goals to your stakeholders. Often, projects will reach across offices, time zones and hemispheres, making it crucial that you be able to keep all teams and players coordinated on your goals and deadlines.

Additional Role Description:

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. You will work closely with external partners, Sales, Marketing and Procurement to develop accurate supply and demand forecasts for strategic commodities and devices in order to directly support Google Fiber's expanding customer base. As a recognized expert in the field of global demand-supply planning and inventory management, you will evangelize and lead the development for best-in-class planning processes and systems in partnership with IT, Logistics and Finance. As the planning and operations lead on critical commodities and devices, you will collaborate internally with Engineering and New Product Introduction (NPI) teams to enable seamless, efficient product transitions. You will be a key member in developing and institutionalizing operational metrics that drive Google and its business partners to meet cost, delivery and quality objectives.

Responsibilities:

- Work across various internal organizations to operationalize S&OP process for critical commodities and devices. Collaborate internally to institutionalize forecasting process towards generation of high quality demand plans.
- Lead process improvements and tool development towards efficiency and efficacy gains in planning, inventory management and fulfillment (forward and reverse). In collaboration with IT, Finance and Logistics

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

develop and execute multiple projects/programs in support of long term process and system capability roadmap.

- Be a leading team member in enabling seamless transitions throughout the product lifecycle. Partner with Product, Engineering and NPI teams to enable ramp from NPI phase to mass production, mitigate E&O impact for products at end of life.
- Develop and execute supply plans that support customer requirements and efficiently utilize inventory assets.

Minimum qualifications:

- Bachelor's degree with emphasis in operations, or equivalent practical experience.
- 5 years of work experience in supply chain management with emphasis on functional roles in planning and fulfillment.
- Experience in development and implementation of planning systems and processes.

Preferred qualifications:

- BS/MS in IE/OR or an MBA.
- Excellent analytical skills, tenacious problem solver.
- Deep knowledge of S&OP processes.
- Excellent communication and interpersonal skills; ability to successfully work across multiple levels of the organization.

Interaction Designer - Mountain View, San Bruno or San Francisco

[Job posted on Google site: 11/9/11; Job posted on UX/UI jobs: 5/7/12; Job still active]

External Posting Title:

Interaction Designer - Mountain View, San Bruno or San Francisco

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Interaction Designer - Mountain View, San Bruno or San Francisco

Design and user experience (UX) are at the forefront of everything we do. The job of an Interaction Designer is to envision how people experience our products and bring that vision to life in a way that feels inspired, refined and even magical. In an Interaction Designer role, you'll tackle complex tasks and transform them into intuitive, accessible and easy-to-use designs for billions of people around the world—from the first-time user to the sophisticated expert. Achieving this goal requires collaboration with teams of Designers,

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Researchers, Engineers and Product Managers throughout the design process—from creating user flows and wireframes to building user interface mockups and prototypes. At each stage, you will anticipate what our users need, advocate for them and ensure that the final product surprises and delights them.

Additional Role Description:

Please include URLs for an online portfolio in addition to resume. Submissions without a portfolio included will not be considered.

Responsibilities:

- Help to define the user model and user interface for new and existing Google products and features.
- Develop high level and/or detailed storyboards, mockups, and prototypes to effectively communicate interaction and design ideas.
- Gauge the usability of new and existing products and making constructive suggestions for change.

Minimum qualifications:

- BA/BS degree in Design (e.g. interaction, graphic, visual communications, product, industrial), HCI, CS, or a related field or equivalent practical experience.

Preferred qualifications:

- MA/MS degree in Design (e.g. interaction, graphic, visual communications, product, industrial), HCI, CS, or a related field.
- Demonstrated experience in designing usable web-based interfaces.
- Expert HTML skills.
- Knowledge of JavaScript for rapid prototyping purposes
- Strong, clean visual design sense.
- Excellent leadership, communication and teamwork skills.

Technical Program Manager, Software, Google Fiber - Mountain View

[Job posted internally: 3/10/15; Job posted on the Google site: 3/13/15; Job removed 5/13/15]

External Posting Title:

Technical Program Manager, Software, Google Fiber - Mountain View

Company overview:

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The area: Engineering & Operations

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The role: Technical Program Manager, Software, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

Google Fiber is delivering video and internet services to the home using symmetric Gigabit Fiber links. This service began to roll out to customers in Kansas City in November 2012 and we are expanding to Austin, TX and many other cities in the coming months.

Google Fiber is looking for a self-motivated Technical Program Manager to help our Mountain View-based Fiber engineering team build new products. You have strong skills in program management, and you will work closely with software engineers, product managers, and other engineering teams to get innovative new products built, tested, and released.

You will coordinate many different efforts and drive them to launch in line with our goal to provide a significantly better internet and TV service to our users.

Responsibilities:

- Drive the engineering coordination and execution focused towards launching various new products.
- Collaborate with cross-functional engineering teams (Software, Hardware, Test) and product teams in developing project schedules, milestones, and risk analyses.
- Coordinate with stakeholders to manage, track and control project issues to ensure timely delivery of products.
- Develop reports to track planning, scheduling, issues, risks, and overall status.
- Oversee the creation of new processes and tools as necessary to support additional needs and requirements of a fast growing business.

Minimum qualifications:

- BS degree in Computer Science or equivalent practical experience.
- 3 years of experience as a program or engineering manager.
- Experience in web technologies.

Preferred qualifications:

- 5 years of experience in managing highly-complex, technically-challenging projects.
- Experience with Unix/Linux-like systems.
- Experience with scripting languages (e.g. Python).
- Strong analytical, problem-solving and organizational skills.
- Exceptional skills influencing, teaming, and delivering solutions in a highly complex, always changing, and nebulous environment.

Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View

[Job posted internally: 2/2/15; Job posted on Google site: 3/13/15; Job removed: 4/13/15]

External Posting Title:

Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View

Company overview:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

You are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across Sales, Corporate Communications, Legal, Webmasters, Product Development, Engineering and more. The role enables you to shape the product development process, organize product launches from beginning to end and form future marketing strategy.

As a Product Marketing Manager - Subscriber Acquisitions, Google Fiber, you will be responsible for driving all aspects of our efforts to acquire Google Fiber subscribers through direct response channel. This includes actively defining the direct response strategy, designing campaigns, developing creatives, analyzing results to track campaign success, and optimizing campaigns. You are a strategic and analytical thinker who can break down problems and find solutions. You are a collaborator that thrives in a highly cross-functional environment.

Responsibilities:

- Work closely with the marketing and cross-functional teams to develop, agree and implement the subscriber acquisition strategy.
- Develop and deploy direct response campaigns (incl. Email, Direct Mail, Door Hanger).
- Connect products and subscribers by developing and executing direct response programs that are relevant, useful, delightful and effective.
- Lead efforts to gather data, analyze campaign performance, optimize and repeat.
- Demonstrate thought leadership crucial to the growth of our direct response marketing programs, delivering clear insights and action plans to improve program performance.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 4 years of experience in developing and managing integrated marketing campaigns or consulting

Preferred qualifications:

- MBA or MSc degree.
- 5 years of solid experience in product marketing, direct marketing, marketing program management, or consulting. Direct response marketing experience.
- Hands on experience in testing and optimizing direct response campaigns.
- Ability to think strategically, execute effectively, and deliver high quality work against tight deadlines
- Strong writing and oral communication skills

Experience Specialist, Google Fiber - Mountain View

[Job posted internally: 11/12/14; Job posted on Google site: 11/17/14; Job removed: 1/20/15]

External Posting Title:

Experience Specialist, Google Fiber - Mountain View

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Experience Specialist, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

As a Google Fiber Experience Specialist, you will ensure that Google is focused on the customers of our Google Fiber product. You will become an expert in our product and service with detailed knowledge of our constantly evolving service and product, and you will provide both specific and broader solutions for our customers. You will advocate for users and engage in an array of activities that drive service and product improvements.

Responsibilities:

- Identify and own service-specific projects.
- Assist teammates with projects and process improvement efforts.
- Represent the Google Fiber team to users and external partners, providing outstanding support and relationship building in all interactions.
- Contribute to a high level of customer satisfaction via on-going projects and contributions.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 2 years of experience in a customer service field such as phone or in-person support.
- Experience in technology-related product management, product marketing, project management, specialized support operations, and/or customer support.

Preferred qualifications:

- Proven ability to resolve issues in stressful environment.
- Ability to work effectively cross-functionally with a proven track record of driving results.
- Self-starter with ability to work independently and on multiple initiatives at the same time; excellent project manager.
- Track record of innovative approaches to problem solving.
- Ability to travel on occasion.

ISP Construction Specialist, Google Fiber - Mountain View

[Job posted internally: 9/16/14; Job posted on Google site: 9/19/14; Job removed: 1/6/15]

External Posting Title:

ISP Construction Specialist, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: ISP Construction Specialist, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google is proud to boast a network that provides service to millions of Internet users around the world. The ISP Construction Specialist will act as the primary SME (Subject Matter Expert) supporting the daily duties of the Regional Operations Manager. The MDU/ISP team is responsible for managing, engineering, and constructing a network that will scale to small and medium businesses. You will have responsibility for the

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

delivery of high speed gigabit internet. You will support cross-functional resources to lead the implementation and execution of the plan to build and design MDUs integration into the wider Google Fiber Network. You'll leverage experience you've utilized in business to manage the schedule and process for a real world network project. This involves implementing technical requirements for our contractors, ensuring we measure progress and quality, and help improve processes that are contractors' use. You will work directly with Business Development to represent the real world complexity in a build, and help shape the direction of an important business channel.

You are able to dive into the unique engineering challenges we face daily using your construction expertise. You're also equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Responsibilities:

- Review and manage change requests, identify and research construction anomalies, variances or trends, input/verify information/metrics in Primavera P6 and develop presentations, providing reports/updates to management.
- Facilitate the recommendation and deployment of best practices, standardizing processes and documentation across all markets to reduce MDU construction costs while also ensuring timely, high quality end results; Provide direction to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products. Assist with supplier performance and participate in supplier selection.
- Create, coordinate and manage all engineering material GPN's with Google Supply Chain related to MDU physical layer solutions. Assist with the establishment of MDU design and construction standards, as well as ensure changes are communicated across the multiple metros Google Fiber is launched to.
- Establish and manage processes for progress reporting from the field and coordination between Google Fiber and Contractors. Assist with managing supplier performance and participate in supplier selection. Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products.
- Implement compliance plan for all standards including NESC, local building codes, HIPAA/FERPA requirements, Federal, Financial institution laws, liability caps for design and construction. Manage the data entry and coordination between Fiber OSP FMS team and Contractors for as-builts. Assist with vendor contract amendment and SOWs as it permits to MDU work.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 7 years of experience working as an SME supporting MDU/SMB/ISP project deployments and experience working within EIA/TIA, ANSI, NESC and BICSI standards.
- 5 years of project/program management experience and 5 years of experience creating ISA/MSA Contracts, SOWs and WOs.
- Project management experience and experience implementing cross-functional projects to drive collaboration and deliver projects across teams.

Preferred qualifications:

- MS degree in Project or Construction Management.
- CAPM, PMP or PgMP certification.
- Experience managing large-scale and dynamic projects, with competing resources and priorities. Experience using project management software such as Primavera P6.
- Ability to work cross-functionally with the product and technical manager to ensure design/build standards are met.
- Excellent interpersonal and analytical/cognitive skills. Deadline and detail-oriented. Flexible and able to think quickly.
- Excellent oral/written communication skills. Outstanding organizational, prioritization, and multitasking skills. Excellent problem solving skills.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Photonic Test Engineer, Platform, Google Fiber - Mountain View [Job created: 6/7/14; Job not posted internally or externally]

External Posting Title:

Photonic Test Engineer, Platform, Google Fiber - Mountain View

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Photonic Test Engineer, Platform, Google Fiber - Mountain View

Our computational challenges are so big, complex and unique we can't just purchase off-the-shelf hardware, we've got to make it ourselves. Your team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Hardware Engineer, you design and build the systems that are the heart of the world's largest and most powerful computing infrastructure. You develop from the lowest levels of circuit design to large system design and see those systems all the way through to high volume manufacturing. Your work has the potential to shape the machinery that goes into our cutting-edge data centers affecting millions of Google users.

Additional Role Description:

Our computational challenges are so big, complex and unique we can't just purchase off-the-shelf hardware, we've got to make it ourselves. Our Platforms Team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Hardware Engineer, you design and build the systems that are the heart of the world's largest and most powerful computing infrastructure. You develop from the lowest levels of circuit design to large system design and see those systems all the way through to high volume manufacturing. Your work has the potential to shape the machinery that goes into our cutting-edge data centers affecting millions of Google users.

As a Photonics Device Engineer for Google Fiber you will take the challenge to innovate integrated photonic device technologies to enable scalable access network bandwidths beyond Gb/s per user, which is symmetric and sustainable. You will work with system and network engineers to define the optical transceiver module specifications. You will use your expertise to interact with internal and external organizations to design and implement low-cost photonic integrated circuits to enable next generation optical access networks.

Responsibilities:

- Implement optical access network test-beds
- Design and Implement test stations for fiber photonic components

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Interact with photonic and hardware engineers to verify photonic component characteristics

Minimum qualifications:

- MS in Physics or Electrical Engineering. In lieu of degree, 6 years of relevant work experience.
- Knowledge of optical transceiver characterization
- Fluent in optical and high speed test & measurement equipment
- Hands on experiences in test automation

Preferred qualifications:

- PhD in Physics or Electrical Engineering with emphasis in fiber optic transceiver designs.
- Experience in designing optical transmission links
- Knowledge in photonic device reliability and qualification

Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View [Job posted internally: 10/2/14; Job posted on Google site: 10/7/14; Job is still active]

External Posting Title:

Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Support the Metro Project Manager to manage the construction of Google Fiber's OSP Fiber to the Home (FTTH) network.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Interface with the Google Fiber's OSP network team to coordinate project construction activities, progress and financial reporting, invoice review, and change management.
- Work with contractors and staff to develop construction schedules, monitor production, and ensure adherence to specifications.
- Manage production within budget and schedule constraints.
- Coordinate with cross-functional teams to seamlessly turn over completed network to Operations and Customer Service.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience coordinating work schedules meet milestones.
- Experience managing OSP construction and vendor management including selection, contract, and negotiation processes, production tracking and reporting, and project closeout and retainage release.
- Experience in managing right of way and structure owner negotiations, relationships and ensuring contractor compliance to requirements.

Preferred qualifications:

- BS degree in Construction Management.
- 8 years of experience in managing large, highly-complex, outside plant projects, FTTH or outside plant.
- Familiar with GIS (Geographic Information Systems), ESRI and shapefile functionality.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.
- Robust knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction, and the ability to work cross-functionally to design and build scalable construction, installation, and support processes.

Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View

[Job posted internally: 10/15/14; Job posted on Google site: 10/22/14; Job removed: 3/23/15]

External Posting Title:

Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View

Company overview:

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The area: Access

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we

The role: Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View

Commodity Managers work with Engineering teams to make sure Google has the supplies and equipment to put into production the innovative products coming from our Engineering teams. As a Commodity Manager, you use your wide industry knowledge and strategic supplier relationships to optimize our total cost of

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ownership for our global -- and growing -- infrastructure. The scale at which Google operates means that savings on just one piece of hardware can have a huge impact on Google's bottom line.

Additional Role Description:

Google Fiber is looking for highly motivated team members that enjoy the challenges of working with supply partners to bring next generation products to life. This is your opportunity to bring value to our brand and see the world! Contract Manufacturing/Commodity/Vendor Managers work with Engineering teams to make sure Google has the supplies and equipment to put into production the innovative products coming from our Engineering teams. As a Commodity Manager (CM), you use your wide industry knowledge and strategic supplier relationships to optimize our total cost of ownership for our scaling Google Fiber and Access teams. The scale at which Google operates means that savings on just one piece of hardware can have a huge impact on Google's bottom line. You will also coordinate supplier Quarterly Business Reviews (QBRs) to provide essential supplier performance indicators and score cards.

Responsibilities:

- Develop and execute CM and Commodity Strategies. Lead cross functional teams through supplier selection.
- Conduct high level negotiations and comprehensive agreements (MPA, CPSA, Exclusivity, Patents) with supplier executives.
- Maintain high level of industry expertise and supplier/market conditions. Implement "best in class" supply chain improvements.
- Work closely with business unit owners to ensure product schedules, transitions and New Product Introduction (NPI).
- Act as Point of Contact for QBR collection, collation and deliver to valued supply partners. Own all the critical performance metrics of the vendor base.

Minimum qualifications:

- BA/BS degree in SchM/ME/EE/IE or equivalent practical experience.
- 5 years of experience in Technology/Telecom industry including procurement and SCM experience.
- Experience leading/managing offshore Contract Manufacturers, Original Design Manufacturers, and Original Equipment Manufacturers.

Preferred qualifications:

- BS in a technical field, MS (ME/IE) or MBA.
- 10 years of relevant work experience and direct experience in working with FTTX/MDY/SMB supply bases.
- Supply Chain management leader with experience managing vendors at scale (Global Contract Manufacturer, Original Design Manufacturers and or Original Equipment Manufacturers).
- Ability to lead cross-functional problem solving teams using structured approaches.
- Strong knowledge of manufacturing and supply chain processes
- Clear verbal and written communication skills.

Product Manager - Mountain View

[Job posted on Monster: 6/24/03; Job posted on Hotjobs: 7/1/03; Job posted on Dice: 7/11/03; Job posted on CareerBuilder, Craigslist-SF: 8/13/03; Job posted on BASES: 10/08/03; Posted on Bain: 12/7/06; Posted on LinkedIn: 8/11/06; Job posted on Experience for UCLA, CAL TECH, Stanford, Wharton, Wharton NorCal, U Chicago, U Michigan, UC Berkeley, Yale; Job posted on AIPMM: 9/21/06; Job posted on McKinsey: 9/21/06; Job posted on Booz: 9/21/06; Job posted Harvard (Business), U. Michigan (Ross), Yale (Grad school of Business)U. of Virginia (Darden), U.of Illinois (Urbana): 9/22/06; Job posted on The Monitor Exchange: 9/22/06; Job posted on Accenture: 12/7/06; Job posted on Columbia Alumni,

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Wharton Club of Northern California, Cal Tech Alumni, and Carnegie Mellon: 5/10/07; Job still active]

External Posting Title:

Product Manager - Mountain View

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The area: Product

One of the many reasons Google consistently brings innovative, world-changing products to market is because of the collaborative work we do in Product Management. With eyes focused squarely on the future, our team works closely with creative and prolific engineers to help design and develop technologies that improve access to the world's information. We're responsible for guiding products throughout the execution cycle, focusing specifically on analyzing, positioning, packaging, promoting and tailoring our solutions to all the markets where Google does business.

The role: Product Manager - Mountain View

At Google, we put our users first. From innovative software products like Gmail, YouTube, Chrome, Street View to pioneering mobile devices like the Android, we build products that organize the world's information and make it universally accessible to our users. The Product Management team works closely with our engineers to guide products from conception to launch. As part of the Product Management team, you bridge the technical and business worlds as you design services that our customers love. You'll work with Googlers from Engineering, Sales, Marketing, and Finance, to name just a few. You have a bias toward action and can break down complex problems into steps that drive product development at Google speed. As a Product Manager, you will be part of shaping Google's next moonshot.

Additional Role Description:

No additional job description for this language.

Responsibilities:

No responsibilities for this language.

Minimum qualifications:

- BA/BS in Computer Science or related technical field (In lieu of degree, 4 years relevant work experience).
- 3.5 years relevant work experience.

Preferred qualifications:

- MS, MBA or PhD.
- 5 years relevant work experience.
- Product management or design experience with a focus on software products and technologies.
- Entrepreneurial drive and demonstrated ability to achieve stretch goals in an innovative and fast-paced environment.
- Excellent problem-solving, organizational and analytical skills, with the ability to evolve product strategy based on research, data and industry trends.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Strong technical abilities.

Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View

[Job posted internally: 4/7/15; Job posted on Google site: 4/9/15; Job removed: 6/15/15]

External Posting Title:

Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View

The Access Operations Team uses Google's data-driven approach to provide critical business insight. In this role, you'll use analytics in order to ensure Google's goals are met in product areas across the company. You strive to help teams push strategic partnerships and new initiatives forward. Your work helps to knit together the highest-level company priorities with strong day-to-day operations, and help evolve early stage ideas into future-growth initiatives.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Create and implement business reporting programs to rollout use of reporting tools to regional and central Build teams as well as develop analytics and construction schedule insights.
- Build reports, dashboards, models and tools to analyze, report, and present team and partner data that is associated with schedule forecast, cost performance, productivity and backlog.
- Execute quantitative analyses that translate data into actionable insights for Google Fiber's most strategic build projects.
- Create predictive models to determine opportunities to compress schedule and reduce cost.
- Work with Engineering and Product teams who create data pipelines to ensure proper dimensions and metrics are incorporated. Complete ad-hoc analyses to understand performance/partner metrics, and provide concise summaries and recommendations to management.

Minimum qualifications:

- BS degree with a quantitative focus (e.g. Statistics, Mathematics, Engineering) or equivalent practical experience.
- 5 years of work experience as an analyst or in an analytical role.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Experience with R, SAS, SPSS, MATLAB, Octave or other statistical software. Experience in SQL, T-SQL or PL-SQL coding.
- Experience analyzing data and creating reports with database query experience (e.g. SQL), statistical and quantitative modeling.

Preferred qualifications:

- Java/Python coding experience.
- Experience with large customer data sets, SQL, Data Warehousing and Visualization tools.
- Experience building and managing small high performing analytical teams.
- Ability to do statistical and quantitative analysis (e.g. cycle times, deep dive into quality metrics, cost/production).
- Extensive use of visualization tools (e.g. Tableau, QlikView, MicroStrategy).
- Excellent analytical and problem solving skills, combined with strong business judgment and an ability to present analysis in a clear and compelling manner.

National Service Center Manager, Google Fiber, Mountain View

[Job posted internally: 5/8/15; Job posted on Google site: 5/21/15; Job removed: 7/23/15]

External Posting Title:

National Service Center Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: National Service Center Manager, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

As the National Service Center Manager for Google Fiber, you will oversee all of the Google Fiber local service centers in each city where we provide our service. These service centers are an extension of the customer service program that we have in place for Google Fiber. The local teams support customers who travel to their local service center, as well as go out into the community to represent Google Fiber, and represent Google Fiber Customer Service cross-functionally to other departments within Google.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

You will be responsible for not only managing the program to a continued high level of performance, but also in planning out the strategic work and timeline for the program, for the long-term. This will include organization of the team, scalability questions and overall financial planning for the program.

Responsibilities:

- Manage the service center program and staff.
- Develop, maintain and report on appropriate metrics to drive process improvements and customer experience.
- Contribute to maintaining high level of customer support through the service center program.
- Develop and grow a dispersed team, sometimes located in areas without a larger Google presence.
- Program and project manage the customer experience projects along with other team members.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 12 years of customer service experience, including direct customer support experience (communicating directly with customers).
- Project management and people management experience in managing staff growth.

Preferred qualifications:

- Experience launching new programs.
- Experience building or managing customer experience projects or programs.
- Strong, customer relationship skills and customer relations management.
- Team player with superior presentation and communication skills that adapt to ever changing requirements including operating under tight deadlines and pressure situations.
- Ability to travel up to two times a quarter.

Customer Experience Manager, Google Fiber - Mountain View

[Job posted internally: 8/14/14; Job posted on Google site 8/19/14; Job removed: 11/13/14]

External Posting Title:

Customer Experience Manager, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Customer Experience Manager, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

As the Customer Experience Manager, you will be in charge of helping our team make sure that we are striving for the greatest customer experience in the world. As our business scales rapidly, our team is required to be more and more focused on our daily operations. You will work as a program manager across the Google Fiber Customer Support team focusing on the continued improvement of our customers' experience. You will advocate for customers and Fiber City residents and develop creative ways to engage and educate the community on what to expect with Google Fiber's construction efforts. Externally, you will collaborate with our construction partners, Fiber City residents, and city officials. Internally, you will work across multiple cross-functional teams to deliver outstanding results. You will make sure that these projects stay on track and have the necessary resources to come to fruition.

You will manage a team based in Mountain View who will be part of the normal customer call rotation. This team will act as investigators and work to understand exactly what led to a customer contacting support as opposed to just resolving the issue. They will take far more detailed notes about the customer interaction that will be shared with our escalations team, as well as Engineering, Product Management, etc. You will also manage contractors in remote locations who are responsible for working with construction vendors to resolve construction complaints.

Responsibilities:

- Develop, maintain and report on appropriate metrics to drive process improvements.
- Manage the Internal Support Specialist team as well as multiple construction experience contractors in each Fiber City.
- Program and project manage the customer experience projects along with other team members.
- Act as the 'business owner' for the construction experience, possessing a complete understanding of internal and external variables that impact residents and the construction process.
- Drive cross-functional strategic initiatives to improve customer experience and overall Google Fiber brand.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of customer service experience in a technical field (e.g. experience translating technical concepts into non-technical terms).
- 5 years of people management experience.
- Project management and vendor management experience.

Preferred qualifications:

- Experience in direct customer support (spending time communicating with customers).
- Experience building or managing customer experience projects or programs.
- Telecom or Network Operator industry experience.
- A proven track record of managing staff growth.
- Strong, customer relationship skills and customer relations management.
- Team player with outstanding presentation and communication skills that adapt to ever changing requirements, including operating under tight deadlines and pressure situations.

Intern Conversion - Software Engineer - Mountain View - 2015 Start [Job created: 3/22/12; Job not posted internally or externally]

External Posting Title:

Intern Conversion - Software Engineer - Mountain View - 2015 Start

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Intern Conversion - Software Engineer - Mountain View - 2015 Start

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

No responsibilities for this language.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Intern Conversion - Associate Product Manager, 2015 Start - North America [Job posted internally: 7/11/14; Job removed: no date provided]

External Posting Title:

Intern Conversion - Associate Product Manager, 2014 Start - North America

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Product

One of the many reasons Google consistently brings innovative, world-changing products to market is because of the collaborative work we do in Product Management. With eyes focused squarely on the future, our team works closely with creative and prolific engineers to help design and develop technologies that improve access to the world's information. We're responsible for guiding products throughout the execution cycle, focusing specifically on analyzing, positioning, packaging, promoting and tailoring our solutions to all the markets where Google does business.

The role: Intern Conversion - Associate Product Manager, 2014 Start - North America

At Google, we put our users first. From innovative software products like Gmail, YouTube, Chrome, Street View to pioneering mobile devices like the Android, we build products that organize the world's information and make it universally accessible to our users. The Product Management team works closely with our engineers to guide products from conception to launch. As part of the Product Management team, you bridge the technical and business worlds as you design services that our customers love. You'll work with Googlers from Engineering, Sales, Marketing, and Finance, to name just a few. You have a bias toward action and can break down complex problems into steps that drive product development at Google speed. As a Product Manager, you will be part of shaping Google's next moonshot.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Understanding and analyzing user needs
- Helping to define a product vision and strategy
- Working with world-class engineers to build and launch new features

Minimum qualifications:

- BA/BS in Computer Science or related technical field (In lieu of degree, 4 years relevant work experience).

Preferred qualifications:

- Excellent organizational and analytical skills.
- Strong technical abilities.
- Demonstrated capacity for developing and understanding strategy.
- Interest in creating and analyzing products.
- Excellent communication skills.

Product Marketing Manager, Google Fiber - Mountain View

[Job posted internally: 3/24/14; Job posted on Google site: 8/13/14; Job removed: 10/10/14]

External Posting Title:

Product Marketing Manager, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

rewards.

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

Your focus will be on introducing Google Fiber to communities throughout the US. With an internet connection that is 100 times faster than today's average broadband speeds you will help to write the next chapter of the internet.

As a Product Marketing Manager for Google Fiber, you will take part in a complete marketing experience as you engage with the Product and Engineering teams to define the product. From determining positioning to competitive analysis, to campaigns and external communications, you help shape how new product features are marketed to Fiber users as a part of a complete product experience. The role enables you to design and run creative campaigns to promote our product innovations.

Responsibilities:

- Develop and execute innovative strategies and marketing plans that drive awareness, engagement and product adoption.
- Work across several aspects of marketings – from branding and positioning to targeted outreach and strategy, advocacy, events and communication.
- Develop and execute strategies that create a lasting, positive impact on communities throughout the US.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience working in digital media and technology, in product or marketing.

Preferred qualifications:

- A marketer with a track record of excellence.
- Demonstrated ability to think strategically about complex issues, leading to thoughtful recommendations, action plans and online campaigns.
- Strong communications skills. Able to translate complex issues into simple/intuitive communications and stories.
- Ready to roll sleeves up and operate in a highly collaborative, fast-paced environment. Can work on multiple projects simultaneously in a dynamic and ambiguous environment.
- Outstanding execution and problem solving skills, resourcefulness, and attention to detail.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View

[Job created: 5/14/15; Job not posted internally or externally]

External Posting Title:

Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

The Expansion Team is at the forefront of expansion efforts for Google Fiber, responsible for city selection; city, utility, and telco partnerships; and program managing city launch end-to-end from first outreach to first customer served.

As a Strategic Partner Development Manager, you will lead our discussions with our most critical commercial partners in Fiber cities: utilities, telcos, and other telecom providers whose infrastructure Fiber needs to access in order to build our business. Fiber is a fast-growing start-up — you will need to navigate ambiguity, support diverse initiatives and work well in a cross-functional team environment.

Responsibilities:

- Own a pipeline of deals and drive deal execution. Draft term sheets and negotiate and close deals.
- Help create and adapt new business agreements/models, including with utilities, telecom providers, and other infrastructure owners in our Fiber markets. Support expansion strategy and planning in a data-driven manner.
- Manage existing partners until transitioned to operational teams.
- Communicate and collaborate with a broad range of internal and external constituents (product team, engineering, marketing, sales, legal and top executives). Prepare communications docs including presentations for senior management and to the broader organization.
- Work closely with City Engagement Manager teammates to bring Fiber to new markets. Travel frequently to our new, unannounced Fiber markets.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Minimum qualifications:

- BA/BS degree or equivalent (Engineering degree and/or MBA preferred).
- 7+ years experience in a business development environment, including experience in deal making / partner management.
- Motivated by an entrepreneurial / start-up environment and willingness to get down in the weeds.
- Ability to understand engineering and technology nuances. Ability to grasp regulatory frameworks and find creative solutions within them.

Preferred qualifications:

- Experience of operating within cross-functional teams (product management, implementation, legal, finance, marketing, etc.).
- Excellent interpersonal and communication skills to formulate and articulate contractual, technical, financial and value points with partners and internal Google teams.
- High level of comfort escalating and presenting key deal issues to Google senior management when appropriate; solution-oriented mind-set a must.
- Ability to balance competing priorities and manage several time-sensitive project/deals at once in a fast-paced environment with minimal direction.

Network Engineer, Google Fiber - Mountain View

[Job posted internally: 12/8/12; Job posted on Google site: 12/26/12; Job removed: 3/16/15]

External Posting Title:

Network Engineer, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Engineer, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You maintain safe and efficient network operations. You oversee our network performance and our planned maintenance, and you respond to outages and issues in real time.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Design IP access networks with network architects
- Define port map and network address allocations (L2 & L3)
- Implement, review and document access network equipment configurations
- Troubleshoot network problems
- Interact with OSS/BSS team on network control and management requirements

Minimum qualifications:

- BA/BS in Computer Science, Electrical Engineering or related technical field (In lieu of degree, 4 years relevant work experience).
- 2 years experience implementing broadband access networks.
- Experience in IP network performance management and diagnosis.

Preferred qualifications:

- Coursework with an emphasis in network engineering.
- 4 years experience implementing broadband access networks.
- Expertise in TCP/IP with IPv6 familiarity.
- Knowledge of access network subscriber management with RADIUS and DHCP.
- Solid knowledge of L2/L3 LAN/WAN network protocols, QoS, NAT, 802.1ad, 802.3ah, 802.1ag and IP gateway firewalls.
- Familiarity with GPON and optical fiber access technologies.

Technical Program Manager, Platforms, Google Fiber - Mountain View [Job posted internally: 12/12/14; Job posted on Google site: 12/6/14; Job removed: 7/17/15]

External Posting Title:

Technical Program Manager, Platforms, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Technical Program Manager, Platforms, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

Google Fiber is a business that is looking to change the way people experience the Internet. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. You are a Technical Program Manager who will manage and lead the product development, execution, overall product realization process, and you want the opportunity to work on a state-of-the-art, high-profile program.

You will be central to the operations of the cross-functional team. On a daily basis you will be responsible for working with vendors, hardware and software engineers, network engineers, product managers, and a wide variety of internal customers. This role requires an ability to think critically, lead through intellect, hands-on delivery, and to partner across a wide variety of functions at Google to drive change in a complex setting. You have strong internal drive, a tenacious spirit, a collaborative method of working, and deep experience in delivering complex systems on time.

Responsibilities:

- Take ownership from product management after a product/program/project is approved.
- Work closely with engineering teams and product management to build a product realization and execution plan, which includes risk assessment, schedule, resources requirements, partners, and project plans throughout the project.
- Work with internal Software Quality Assurance (SQA) team and external institutes to qualify the platform to comply with various industrial standards and regulations.
- Define, document, and manage internal processes and disciplines to help Engineering and Operations to build the quality in products.
- Drive both inter- and intra-team communications establishing a consistent rhythm and delivering an accurate project snapshot for all stakeholders; Support product launching and sustaining.

Minimum qualifications:

- BS/BA in Electrical Engineering, Computer Science or related degree or equivalent practical experience.
- 5 years of experience in managing technical projects.

Preferred qualifications:

- Experience with version control, source control, release management and bug tracking.
- Excellent track record of managing large, complex projects within schedule.
- Self-starter with ability to conceive of and accept responsibility for projects and see them through to completion. Able to work as individual contributor and to contribute as part of a larger team.
- Outstanding organizational, prioritization, and multitasking skills. Deadline and detail-oriented.
- Ability to effectively communicate and collaborate with a diverse range of people and job functions.

Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

[Job posted internally: 12/20/14; Job removed internally: no date provided]

External Posting Title:

Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

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The role: Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity and enhanced TV products to consumers and the Network Operations Project Team guides the deployment of networking equipment, the integration of software systems to the network and the delivery of new network products and services. The Network Operations Project Team works closely with the other software, network and product engineering groups of Google Fiber in order to deliver new markets and services efficiently and on time.

Technical Program Managers are highly respected within Google and Google Fiber as having a good technical understanding, strong problem solving skills and a high degree of organization. Their prime function is to coordinate the delivery of projects across a diverse range of teams, people and skills. As Google Fiber expands its markets and product offerings, we are in need of these technically minded program managers to ensure we deliver powerful and exciting services in a timely fashion.

You will work with both internal engineering teams and external software and network vendors to ensure our goals are met and to put in place well defined processes to allow efficient large scale growth. You will also be involved in commercial negotiation and project budgeting.

Responsibilities:

- Identify, evaluate, plan, coordinate and execute on various projects, such as market expansion, new product introduction (NPI), vendor logistics and network commissioning.
- Develop processes, procedures, and documentation for efficient and scalable deployment of the network and products, liaising with other teams and the larger PM organization to harmonize efforts.
- Coordinate team efforts through task, milestone, and objective tracking along with metric reporting.
- Support external vendor engagements on behalf of Network Operations as well as other cross-functional groups, including procurement, logistics, vendor management, and legal.

Minimum qualifications:

- BS or BA in a relevant technical field (in lieu of degree, 4 years relevant work experience)
- 2 years of project management experience in the technology (networking or software) industry
- Excellent written and oral communication skills

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Outstanding organizational, prioritization, and multitasking skills

Preferred qualifications:

- Prior full-time experience working in a network vendor or telecommunications carrier environment
- Good understanding of carrier or ISP networks, OSS/BSS systems and their integration
- Self-directed, detail-oriented problem solver with the ability to lead and influence project team members and partners
- Comfort with operating in a high-paced, changing work environment with the ability to prioritize multiple functions and tasks, manage time efficiently and navigate ambiguity
- Project management certifications (e.g. PMP, PgMP, etc.)

Program Manager, Controls, Google Fiber - Mountain View

[Job posted internally: 8/26/14; Job posted on Google site: 11/3/14; Job removed: 10/20/15]

External Posting Title:

Program Manager, Controls, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Program Manager, Controls, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

You will be a professional and a driven Program Manager on the Google Fiber Controls team. You will have experience in all aspects of construction project management, developing and maintaining project schedules, project budget control, contract administration, contractor/vendor management, RFP and contractor selection, and/or other related areas. You will quickly adapt and respond to industry changes as well as internal initiatives, and you will thrive in an ever-changing, fast-growing technical environment. You will be operational savvy and have a 'get it done' attitude. You have the ability to make smart, independent decisions and the willingness to manage deliverables across teams/priorities.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Oversee a team that maintains detailed project schedules, budget, forecast and spend.
- Use analytics to forecast future market spend and schedules.
- Plan, monitor, control and close out various construction and engineering projects. Administer on-going construction agreements for contract compliance.
- Create simple dashboards (spend and schedule) for the business.
- Drive IT, systems, and automation solutions that enable scale and speed.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in managing projects that span multiple teams.
- Experience creating and maintaining project schedules using project management systems.

Preferred qualifications:

- Fiber Network Design and Deployment experience.
- Highly analytical, with a track record of being a strong problem solver, capable of translating analysis and insights into actionable business plans.

Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View

[Job posted internally: 7/23/14; Job posted on Google site: 7/28/14; Job removed: 1/26/15]

External Posting Title:

Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home (FTTH) program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art, high-profile program, look no further than the opportunity to frame the future of the Internet. As a member of the Outside Plant team (OSP), you will play a pivotal role in the engineering and design of FTTH infrastructure. You are an expert in the field of outside plant, and have proven success managing extensive field research projects. You thrive with multi-market materials, means and methods improvements and defining, analyzing, and implementing alpha and beta field trials with an aim toward lowering the overall subscriber acquisition costs.

Responsibilities:

- Lead a research effort to gather data for on-going operations and field trials in several markets.
- Meet colleagues, vendors and other stakeholders to discuss new technologies.
- Support multi-stakeholder presentations and kick-off meetings.
- Generate new OSP materials and OSP deployment techniques to lead the FTTH ecosystem.
- Innovate based on field research.

Minimum qualifications:

- 10 years of experience in an OSP engineering or construction role.
- 5 years of experience writing technical manuals from engineering drawings, manufacturing and supplier data.
- FTTH engineering or construction experience.
- OSP engineering or construction field experience.

Preferred qualifications:

- Experience in design of experiments and/or statistical analysis.
- Experience developing intellectual property through patent filings.
- Expert level understanding of FTTH materials and deployment methods.
- Strong project management, interpersonal and organizational skills.

Network Operations Center (NOC) Analyst, Google Fiber - Mountain View

[Job posted internally: 8/15/11; Job posted on Google site: 8/18/11; Job removed: 7/9/14]

External Posting Title:

Network Operations Center (NOC) Analyst, Google Fiber - Mountain View

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Network Operations Center (NOC) Analyst, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services. You maintain safe and efficient network operations. You oversee our network performance and our planned maintenance, and you respond to outages and issues in real time.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Monitor network stability and performance to ensure 24x7 operations and resolving service impacts as they occur.
- Handle trouble calls and work closely with engineering, field technicians, and telecommunications carriers to resolve service issues.
- Validate problem descriptions and perform detailed problem diagnosis; track and update problems in trouble-ticketing system.
- Perform scheduled configuration changes to network.
- Recommend solutions to correct network trouble issues and faults.

Minimum qualifications:

- BA or BS in a technical discipline. In lieu of degree, 4 years of relevant work experience.
- 2 years of experience in supporting and/or implementing an Internet service provider or large wide area network and experience with network change management control policies.
- Knowledge of TCP/IP fundamentals and commonly-used network protocols (MPLS, IPv6, Multicast, OSPF, BGP, IS-IS).
- LAN and WAN troubleshooting skills and a solid understanding of network security.

Preferred qualifications:

- Knowledge of common FTTH access technologies.
- Network certifications (or equivalent training/experience).

Network Operations Center (NOC) Technician, Google Fiber - Mountain View

[Job posted internally: 10/29/12; Job posted on Google site: 11/4/12; Job removed: 1/14/15]

[Job re-posted internally: 1/20/15; Job posted on Google site: 1/20/15; Job removed: 3/2/15]

External Posting Title:

Network Operations Center (NOC) Technician, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Network Operations Center (NOC) Technician, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You maintain safe and efficient network operations. You oversee our network performance and our planned maintenance, and you respond to outages and issues in real time.

Additional Role Description:

Please substituted the below for "the role" section:

"The NOC Technician works in an advanced Network Operations Center (NOC) handling the disposition of tickets from customer support, interpreting alerts generated by monitoring systems, coordinating communications between groups, following defined processes for problem classification, basic troubleshooting and insuring the best resources are brought to bear as quickly as possible when handling problem-inducing events.

As such, a calm demeanor, good organizational skills, excellent communications, logical thought processes and a background in networking technologies are important in that order. You will have experience in all these areas, a can-do attitude and a hunger to learn more about networking technologies."

Responsibilities:

- Monitor the network for stability and performance in order to maintain 24x7 operations and resolve service impacts as they occur.
- Work trouble tickets effectively and efficiently and that interact with engineering, field technicians, and telecommunications carriers to facilitate resolving service issues in accordance with established processes and procedures.
- Document problem descriptions and detailed problem diagnosis with accuracy and compliance with established practices. Review and where necessary update the tracking of problems in trouble-ticketing system.
- Participate in the transfer of information from one shift to the next.

Minimum qualifications:

- BA or BS in a technical discipline. 2 years of relevant work experience, in lieu of degree.

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- At least 1 year of experience in supporting customers in an Internet service provider environment or large area network and experience with network change management control policies.
- Knowledge of TCP/IP fundamentals and commonly-used network protocols (MPLS, IPv6, Multicast, OSPF, BGP, IS-IS).
- LAN and WAN troubleshooting skills and a solid understanding of network security.

Preferred qualifications:

- Knowledge of common FTTH access technologies.
- Network certifications (or equivalent training/experience).

Software Engineer, University Graduate, YouTube - San Bruno 2016 start [Job posted on Google Students site: 7/25/13; Job posted on Google site: 8/10/15; Job still active]

External Posting Title:

Software Engineer, YouTube, University Graduate - San Bruno

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: YouTube and Video

In just eight years, YouTube has grown into a video community that 1 billion people across the globe use to access information, share video, and shape culture. The YouTube and Video team helps budding filmmakers and musicians build careers, creates products like YouTube Live and runs collaborative projects like Life in a Day and the YouTube Space Lab. We are changing how people entertain, inform, share and change the world, one video at a time.

The role: Software Engineer, YouTube, University Graduate - San Bruno

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Design, implement and launch highly-visible, user-facing features.
- Develop new ways for YouTube users to find interesting content.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Design and develop large scale web applications.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Programming experience in one or more of the following languages: C, C++, Java and/or Python.

Preferred qualifications:

- Master's degree in Computer Science or other technical field
- 1 year of relevant work experience, including experience with Unix/Linux or Windows environments, distributed systems, machine learning, information retrieval and TCP/IP.
- Experience in network programming and/or developing/designing large software systems

Software Engineer - University Graduate - Mountain View 2015 start [Job created: 3/2/12; Job not posted internally or externally]

External Posting Title:

Software Engineer - University Graduate - Mountain View 2015 start

Company overview:

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The area: Engineering & Operations

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The role: Software Engineer - University Graduate - Mountain View 2015 start

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

No responsibilities for this language.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Business Analyst - Build Operations, Google Fiber - Mountain View

[Job posted internally: 5/30/14; Job posted on Google site: 6/3/14; Job removed: 11/26/14]

[Job re-posted on Google site and internally: 12/17/14; Job removed: 5/15/15]

[Job re-posted on Google site and internally: 5/20/15; Job still active]

External Posting Title:

Business Analyst, Build Operations, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Business Analyst, Build Operations, Google Fiber - Mountain View

Reporting to the Head of Systems and Planning, as a Business Consultant you will drive analyses that lead to better decision making across the Deployment organization. You'll identify areas of Google's business where we can increase both our productivity and cost savings. Your recommendations will influence fundamental changes in how we design, build and deploy the fiber to the home network as well as what areas within a city are considered for build. Over time, you will become an expert in the business and determine how our operations will further develop and expand.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Develop forecast methodology for fiber buildout and maintain forecast and snapshot of the business and capacity.
- Identify bottlenecks in the forecasting process and build/deployment and propose productivity and automation solutions.
- Collaborate to establish metrics for build team to identify opportunities for optimization.
- Be the point of contact for day-to-day cross-functional escalations related to forecast.

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- Present findings and recommendations to team leadership and cross-functional team(s).

Minimum qualifications:

- BA/BS degree in Business, related field or equivalent practical experience.
- 2 years of experience in consulting or investment banking.
- Experience in spreadsheet software and SQL.
- Quantitative modeling and analytical experience.

Preferred qualifications:

- Strong project management experience.
- Passion for Google and belief in the mission of Google Fiber.
- Demonstrated track record of executing large scale programs.
- Ability to conceive scope and drive projects to completion.
- Excellent oral/written communication, presentation and interpersonal skills.
- Ability to occasionally travel.

Regional Account Manager, Google Fiber - Mountain View

[Job posted internally: 5/20/14; Job posted on Google site: 5/26/14; Job removed: 5/9/14]

[Job re-posted on Google site: 11/11/14; Job removed: 4/15/15]

External Posting Title:

Regional Account Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Regional Account Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

As a Regional Account Manager, you are responsible for providing technical solutions and managing relationships with Google Fiber's MDU product team. Your role is key in moving Google Fiber's MDU (multi-dwelling unit) projects from sales through completion of construction. You will have a demonstrated passion for account management with an entrepreneurial spirit and passion for client management, eventually managing a small team of temps across Fiber cities in your region.

Responsibilities:

- Manage Salesforce construction project tickets end-to-end and ensure all SLAs are being met.
 - Attend staff meetings and assist Fiber sales with engineering and construction questions as requested by Fiber sales or engineering teams.
 - Represent the Google Fiber Account Management program to users and external partners, providing outstanding support and relationship building in all interactions. Strong task management skills - track progress of multiple sites and keep team's progress updated. Handle escalations appropriately.
 - Work with partners closely on the end-to-end process from site selection to installation including contracts, escalations, scheduling, etc. Work closely with cross-functional teams: construction, legal, product, PR, management team, etc.
- Partner with the local Google construction teams to provide weekly metrics and updates for each city in your region.
- Own and manage projects with multiple stakeholders, both ongoing and ad hoc basis.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3 years of industry or sales/account management experience.
- Project/program management experience. Experience in measuring and improving productivity, and scaling initiatives.
- Experience working cross-functionally with Sales and MDU operations, as well as local sales teams, engineering, marketing, and field management.

Preferred qualifications:

- Experience working with clients and setting expectations appropriately with strong customer satisfaction scores.
- Experience training and mentoring junior colleagues. Flexible (ability to work across different time zones) and able to think quickly.
- Proficiency in using Salesforce.
- Understanding of MDU process flow from contract to construction completion. Comfortable with database management and MDU design.
- An understanding of MDU engineering and construction, such as various industry design standards, and construction methods in both condo and tenant MDU environments.
- Deadline and detail-oriented. Excellent analytical, problem-solving, communication and facilitation skills.

Build Labs Engineer, Google Fiber - Mountain View

[Job posted internally: 4/2/15; Job posted on Google site: 4/3/15; Job removed: 7/28/15]

External Posting Title:

Build Labs Engineer, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Build Labs Engineer, Google Fiber - Mountain View

Google engineers develop the next-generation technologies that change how users connect, explore, and interact with information and one another. As a member of an extraordinarily creative, motivated and talented team, you develop new products that are used by millions of people. We need our engineers to be versatile and passionate to tackle new problems as we continue to push technology forward. If you get excited about building new things and aren't daunted by the challenge of building something from scratch, then our team might be your next career step.

Additional Role Description:

Research is not treated as a separate activity at Google – it happens across the company, on many different teams. This means there is a blurry line between “research” and “product development.” Engineering and research projects alike are done by small teams on a rapid schedule. At Google, we encourage organizational flexibility and the free flow of information within the company (and often outside of the company as well). Nearly all projects at Google are “bottom-up” efforts, started by a few Googlers who want to address a new problem. This team is such a team, trying to revolutionize construction techniques in telecom.

The Google Fiber Build Labs team is dedicated to driving down the cost of FTTH (Fiber to the Home) deployment and increasing its speed. As a senior engineer for Build Labs, you have excellent technical education and experience in oil and gas drilling, mechanical engineering, electrical engineering or material sciences. You also have an outstanding track record of successful development of complex solutions from concept through successful deployment of the technology into the marketplace. In this role you will be part of a unique incubation environment that spans research, engineering, product and design. You will bring ideas from the top of the funnel through rapid design and prototyping, using strong technical grounding and an intuitive sense of “good” design.

You understand the constraints imposed by the need for technical solutions to also deliver sound business value. You are skilled at collaborating with all other Engineering domains' team members to develop technological solutions with creative and prolific skill. You have a bias for action and can break down complex problems into steps that drive technology development at Google speed. This is an opportunity to solve interesting and challenging problems!

Responsibilities:

- Develop all technology and implementation aspects for faster and cheaper FTTH construction techniques.
- Work closely with program managers to ensure performance to schedule and budget, while successfully accomplishing technical milestones and performance metrics.
- Develop and manage the technology and implementation roadmap in collaboration with the rest of the build team including Engineering and cross-functional teams to support our goals and strategies.
- Design and fabricate test fixtures and test machines. Oversee planning, coordinating, and running tests and be responsible for recording and analyzing data.

Minimum qualifications:

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- PhD in Mechatronics, Mechanical Engineering, Electrical Engineering or related technical field, or equivalent practical experience.
- Experience in robotics, project leadership and mentoring.
- Engineering experience in building and testing own designs.

Preferred qualifications:

- 5 years of experience in technology and product development, deployment and transition into full rate production.
- Experience in mechanical test equipment, instrumentation, and data acquisition.
- Hands-on experience in a shop, working with mills and lathes and other tools.
- Knowledge of CAD (NX, NX Nastran, SolidWorks), MATLAB, spreadsheet software or similar scripting/analysis tool capability. Good analytical abilities.
- Proven track record developing new technology with willingness to jump in and get hands dirty.
- Good communication, attention to detail, and organization skills. Willing to learn and operate in a fast paced environment with shifting priorities. Self directed.

Intern Conversion - Software Engineer - Mountain View - 2015 Start [Job created: 3/22/12; Job not posted internally or externally]

External Posting Title:

Intern Conversion - Software Engineer - Mountain View - 2015 Start

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Intern Conversion - Software Engineer - Mountain View - 2015 Start

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

No responsibilities for this language.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Customer Experience Specialist, Google Fiber - Mountain View [Job posted internally: 10/8/14; Job posted on Google site: 10/13/14; Job removed: 12/15/14]

External Posting Title:

Customer Experience Specialist, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Customer Experience Specialist, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

As a Customer Experience Specialist for Google Fiber, you will be an expert on Google Fiber products and services as well as our customer service processes and tools. You will interact through phone (some chat) contacts with our customers or with folks who are thinking about becoming customers. You will be expected to act more as an investigative reporter and truly understand what made the person contact us in the first place.

You will also collect and report out on feedback to various cross-functional teams within Google Fiber on what it is about their processes, products, or messaging that led to the customer contacting us. This will mean working alongside your manager with product management, marketing, sales, construction, engineering, and other customer service teams to continually improve how we interact with customers. New product or service launches will also be supported by this team.

Responsibilities:

- Maintain a subject matter expert level of knowledge of our products, services, processes, and tools.
- Handle inbound customer service calls and chats and documentation responsibilities.
- Maintain reporting and analysis on the results of these contacts.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3 years of customer service experience.

Preferred qualifications:

- Experience in direct customer support (front line support of customers).
- Experience in creating and/or maintaining reporting.
- Ability to ask the right questions in order to understand what motivates a customer.
- Strong, customer relationship skills and customer relations management.
- Team player with strong presentation and communication skills.

Engineering Residency Conversion - Software Engineer (University Grad) - Mountain View - 2015 Start

[Job posted internally: 3/16/15; Job removed internally: no date provided]

External Posting Title:

Engineering Residency Conversion - Software Engineer (University Grad) - Mountain View - 2015 Start

Company overview:

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The area: Engineering & Operations

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scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Engineering Residency Conversion - Software Engineer (University Grad) - Mountain View - 2015 Start

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

Additional Role Description:

Google aspires to be an organization that reflects the globally diverse audience that our search engine and tools serve. We believe that in addition to hiring the best talent, a diversity of perspectives, ideas and cultures leads to the creation of better products and services. Google is invested in increasing the pipeline of computer scientists and software developers, particularly those who are historically underrepresented in the field. Many aspiring computer scientists could benefit from a program that bridges the gap between academia and industry.

Google Computer Science Academy is a 1-year program open to all qualified graduates who received a degree in Computer Science or Computer Engineering within the last year (or who will receive a degree by the summer of 2015). It combines CS education with hands-on software engineering experience in a supported, closely mentored cohort. In addition to an intensive industry-focused curriculum, Computer Science Academy provides residents with a strong foundation in CS (as it applies to real engineering problems) and experience working on complex programming projects with Google engineers.

Computer Science Academy is open to all qualified college graduates and is committed to addressing diversity in our company and in the technology industry. Those who are members of historically underrepresented groups in the technology industry are encouraged to apply, including women, Native-Americans, African-Americans, Hispanics, veterans and those with disabilities.

Responsibilities:

- Participate in a one year residency program combining industry-focused Computer Science education and practical software engineering experience.

Outside Plant (OSP) Project Manager, Google Fiber, Salt Lake City

[Job posted internally: 7/28/14; Job posted on Google site: 7/31/14; Job removed: 7/22/15]

External Posting Title:

Outside Plant (OSP) Project Manager, Google Fiber - Salt Lake City

Company overview:

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salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Project Manager, Google Fiber - Salt Lake City

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities, and utility representatives.
- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of EPC vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 10 years of experience managing large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams with profit and loss responsibility.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and experience in negotiating with contractors and vendors.
- Management experience in driving contractor performance.

Preferred qualifications:

- BS degree in Construction Management or an engineering field.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
- Experience with Primavera project management system
- Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.

2014 Graduate Intern Conversion - Global Business

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job created: 7/11/14; Job not posted internally or externally]

External Posting Title:

2014 Graduate Intern Conversion - Global Business

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Intern - MBA

Want to change the world? Or are you thinking even bigger? At Google, you'll find smart people, big problems, and plenty of opportunities to make a real difference in the world. Google employs top MBA and graduate student talent from around the world in areas ranging from product management and sales to finance, operations, and human resources - and everything in between.

Summer internships for MBA and other business-focused graduate students are 10-12 weeks long and are offered in a range of functions across the company. For internships, we hire first into job families and then work with successful candidates to find project groups that match their skills and interests.

The role: 2014 Graduate Intern Conversion - Global Business

Our MBA interns work on projects that tackle some of the most cutting-edge business challenges in the high-tech industry. Here are just a few teams that our graduate interns have joined across the business:
- Business Strategy
- Finance
- Marketing
- Operations & Support
- People Operations
- Product Management
- Sales
- Technical Solutions

Additional Role Description:

Conversion Req for 2014 Graduate Interns

Responsibilities:

No responsibilities for this language.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Wi-Fi Operations Engineer, Network Operations - Mountain View

[Job posted internally: 9/17/13; Job posted on Google site: 9/24/13; Job removed: 2/12/15]

External Posting Title:

Wi-Fi Operations Engineer, Network Operations - Mountain View

Company overview:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Wi-Fi Operations Engineer, Network Operations - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You encourage safe and efficient network operations by leading project teams that maintain and improve network operations. You propose projects that increase network reliability and analyze network technologies that assess implications for Google.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity to consumers and the As a Wi-Fi Operations Engineer, you will be responsible for the stable implementation and operation of Google's wireless initiatives. You will have the opportunity to work on Google Fiber hot-zones, Google Wi-Fi in commercial stores, and other public or private wireless installations. You will also be at the center of wireless incidents, drawing upon your problem management skills and technical expertise to expedite problem resolution. You will work with peers at all levels and in various specialties to drive continuous improvement, helping to shape operational requirements and automation solutions. The most successful candidates for this role will have strong analytical and troubleshooting skills, the ability to think and act quickly, solid communication skills, and a desire to tackle complex problems.

Responsibilities:

- Handle escalated issues and work closely with the NOC, engineering, field technicians, and partners to resolve wireless issues.
- Act as an externally facing point of contact to coordinate service and operational support from vendors.
- Contribute to the development of operations processes and procedures, along with training programs and documentation.
- Assist with the implementation and commissioning of new wireless installations.
- Participate in a periodic on-call rotation to support a 24-hour, seven-day operation.
- Act as an externally facing point of contact to coordinate service and operational support from vendors.
- Contribute to the development of operations processes and procedures, along with training programs and documentation.
- Assist with the implementation and commissioning of new wireless installations.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Participate in a periodic on-call rotation to support a 24-hour, seven-day operation.

Minimum qualifications:

- BS in Computer Science, Electrical Engineering, or related field (in lieu of degree, 4 years relevant work experience)
- Operational experience with commercial-grade access points and controllers
- Deep understanding of wireless networking, including Wi-Fi protocols and RF propagation
- Knowledge of TCP/IP, IPv6, DNS, DHCP, RADIUS, SNMP and syslog protocols

Preferred qualifications:

- Experience working in a wireless MSP, ISP, or enterprise environment
 - Specific expertise with multiple wireless equipment vendors
 - Strong grasp of wireless and network security concepts
 - Familiarity with spectrum analyzers, packet analyzers, and other wireless analysis tools
- Solid scripting skills in Python, PHP, Perl or Shell
- Wireless professional certifications (e.g. CWNA, CWDP, CWNE, etc.)

Technical Writer, User Documentation - New York or San Francisco

[Job posted internally: 1/5/15; Job posted on Google site: 1/9/15; Job removed: 1/8/15]

External Posting Title:

Technical Writer, User Documentation - New York or San Francisco

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Technical Writer, User Documentation - New York or San Francisco

Technical writers communicate complex information clearly, concisely and accurately, and without relying on jargon. As a technical writer, your role involves tasks such as writing conceptual overviews and procedures, reading and writing example code, or updating help center queries and FAQs. Technical writers play a big part at Google. They are a key link between engineers, marketing associates, developer advocates, as well as all the external users and developers, tying together many vital but disparate parts of the Google ecosystem.

Additional Role Description:

No additional job description for this language.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Write, publish, and maintain high-quality help content and user interface (UI) messaging.
- Manage the production and publishing of documentation.
- Collaborate with product and content experts, and build strong relationships with stakeholders.
- Identify user needs, use cases, and metrics to focus priorities.
- Monitor discussion forums and questions to identify any answers that require documentation.

Minimum qualifications:

- BA degree in English, Journalism, Technical Writing, a related field or equivalent practical experience.
- 5 years of experience writing software documentation in a web production environment.
- Writing and editing experience. Must be able to provide writing samples.

Preferred qualifications:

- Experience working closely with engineering and product management teams as part of the software development process.
- Content management systems and/or help tools experience.
- Project and process management of a documentation set.
- Track record of problem solving and innovation.

Senior Business Intelligence Strategist, Google Fiber - Mountain View [Job posted internally: 12/3/14]

External Posting Title:

Senior Business Intelligence Strategist, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Senior Business Intelligence Strategist, Google Fiber - Mountain View

The Business Strategy & Operations organization provides business critical insights using analytics, ensures cross functional alignment of goals and execution, and helps teams drive strategic partnerships and new initiatives forward. We stay focused on aligning the highest-level company priorities with strong day-to-day operations, and help evolve early stage ideas into future-growth initiatives.

Additional Role Description:

In this role, you will build and execute on a sales data strategy to inform sales and product decisions across the company. You will work closely with Sales, Engineering and Product Management teams to shape and develop Fiber's data architecture and take a leadership role in working with cross-functional stakeholders to

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

provide visibility on business performance and the key opportunities for scale and growth. You will lead efforts to craft scalable solutions for automation, dashboards and business insights so users can see quickly and accurately know how key business operations and processes are performing. You'll be involved from project inception to design through to delivery, ensuring solutions are delivering high-quality and relevant data so our business can grow intelligently. Potential people management opportunity.

Our ideal candidate is a well-rounded top performer who can be a key contributor in a high energy growth environment. You should be a self starter with good knowledge of BI tools and approaches. You can "crunch the numbers" one minute, and critically think through business problems and communicate to senior stakeholders the next. You will work with the business in understanding their evolving requirements and deliver practical and innovative solutions of real business benefit.

Responsibilities:

- Work closely with Fiber management and their teams to understand their needs and developing BI strategy to fulfill and scale
- Work closely with Engineering and Product to shape and drive the development of Google Fiber's data infrastructure and methods to deliver scalable business insight

Minimum qualifications:

- Bachelor's degree with quantitative focus, preferably computer science.
- Strong database experience including proficiency in SQL
- Distinctive problem-solving and analytical skills, combined with strong business acumen

Preferred qualifications:

- Genuine excitement and passion for developing complex data sets and converting them into the information / insights that drive business decisions at all levels of the organization
- Experience of big data and related data analytics, with knowledge of R or similar statistics tools a plus

Administrative Business Partner - Mountain View

[Job posted internally: 8/17/12; Job posted on Google site: 10/18/12; Job still active]

External Posting Title:

Administrative Business Partner - Mountain View

Company overview:

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The area: Administrative

Administrative jobs at Google are staffed by organized and dependable people driven by a common company goal: to help us accomplish great things. Working behind the scenes, we make a significant impact on the people we support as well as on Google users around the world. We're adept at leading and managing a variety of simultaneous projects, which requires the particular talent of being able to communicate effectively with all levels of the organization.

The role: Administrative Business Partner - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

As an Administrative Business Partner, you're at the heart of your team's business operations and activities and the soul that keeps your team moving forward. You anticipate the needs of your managers and team members and help them stay focused on their projects by resolving operational and administrative issues before they arise. You move quickly with the changing environment and are up to date with the latest Google products and services. You also use that knowledge to strategically support your team's projects. In addition to being organized and analytical, you possess the strong business judgment and communication skills needed to interact with a variety of people and job functions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Perform an extensive array of administrative tasks (manage calendars, book travel, and schedule facilities and equipment).
- Coordinate duties for multiple offices.
- Build efficiency and effective responsiveness into existing operations, and help define new operational strategies.
- Mentor new team members.
- Serve as a technical lead for and manager of small projects.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 1 year of direct executive support experience.

Preferred qualifications:

- Experience serving as a project lead from conception to completion.
- Ability to quickly learn new tools and technologies; Interest and experience in using technology and the Internet to improve work efficiency.
- Comprehensive knowledge of process, project and program management theory and practices - and the ability to apply them when solving operational issues.
- Expectation of complete confidentiality on all business matters.
- Ability to effectively communicate and collaborate with a diverse range of people and job functions.

MDU Field Engineer, Google Fiber - Mountain View [Job posted internally: 7/29/14; Job removed internally]

External Posting Title:

MDU Field Engineer, Google Fiber - Austin

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: MDU Field Engineer, Google Fiber - Austin

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband. The MDU Field Engineer will participate in the creation of an MDU design solution that involves advanced network design programs, innovative production sources and extreme design value. Come join the revolution!

Responsibilities:

- Review and approve all MDU designs to ensure all Google ISP and OSP specifications are being met.
- Create, coordinate and manage all labor and material GPN's with Google Supply Chain. Perform value and cost engineering for all designs.
- Manage the data entry and coordination between Google Fiber OSP FMS team and Contractors for as-builts. Assist with the development of design specifications for MDU/SMB/Institutions.
- Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products.
- Visit client sites to resolve Engineering related issues as necessary. Attend meetings and conference calls to resolve issues with clients and cross-functional stakeholders.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of industry experience.

Preferred qualifications:

- Ability to develop the process flow to accelerate MDU design with incredible value.
- Comfortable with Database Management and MDU Design.
- Outstanding organizational, prioritization and multitasking skills.
- Excellent oral/written communication, interpersonal, and analytical skills.
- Deadline and detail-oriented. Flexible and able to think quickly.
- Experience with Microsoft Project or P6.

Administrative Business Partner - Mountain View

[Job posted internally: 8/17/12; Job posted on Google site: 10/18/12; Job still active]

External Posting Title:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Administrative Business Partner - Mountain View

Company overview:

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The area: Administrative

Administrative jobs at Google are staffed by organized and dependable people driven by a common company goal: to help us accomplish great things. Working behind the scenes, we make a significant impact on the people we support as well as on Google users around the world. We're adept at leading and managing a variety of simultaneous projects, which requires the particular talent of being able to communicate effectively with all levels of the organization.

The role: Administrative Business Partner - Mountain View

As an Administrative Business Partner, you're at the heart of your team's business operations and activities and the soul that keeps your team moving forward. You anticipate the needs of your managers and team members and help them stay focused on their projects by resolving operational and administrative issues before they arise. You move quickly with the changing environment and are up to date with the latest Google products and services. You also use that knowledge to strategically support your team's projects. In addition to being organized and analytical, you possess the strong business judgment and communication skills needed to interact with a variety of people and job functions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Perform an extensive array of administrative tasks (manage calendars, book travel, and schedule facilities and equipment).
- Coordinate duties for multiple offices.
- Build efficiency and effective responsiveness into existing operations, and help define new operational strategies.
- Mentor new team members.
- Serve as a technical lead for and manager of small projects.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 1 year of direct executive support experience.

Preferred qualifications:

- Experience serving as a project lead from conception to completion.
- Ability to quickly learn new tools and technologies; Interest and experience in using technology and the Internet to improve work efficiency.
- Comprehensive knowledge of process, project and program management theory and practices - and the ability to apply them when solving operational issues.
- Expectation of complete confidentiality on all business matters.
- Ability to effectively communicate and collaborate with a diverse range of people and job functions.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Business Intelligence Analyst, Google Fiber - Mountain View

[Job posted internally: 5/20/14; Job posted on Google site: 5/23/14; Job removed: 10/1/14]

External Posting Title:

Business Intelligence Analyst, Google Fiber - Mountain View

Company overview:

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The area: gTech Engineering

gTech Eng sits at the heart of Google Technical Services (gTech), a group dedicated to providing technical and product services for the Sales team. Externally, the team is helping to define the landscape of online Content and Commerce. gTech Eng works on a broad spectrum of Google products, assisting with new partner syndication efforts for everything from Search to Google+. Internally, the team develops tools that channel terabytes of content to some of Google's top products and tools, supporting faster and better decisions by our Sales teams.

The role: Business Intelligence Analyst, Google Fiber - Mountain View

Help serve Google's worldwide user base of more than a billion people by working within Global Advertising & Product Operations. You focus on AdWords, our service that lets business owners create and run ads, quickly and simply. Business Analysts provide quantitative support, business understanding and a strategic perspective to our partners throughout the organization. As a data-loving member of the team, you serve as an analytics expert for your partners, using numbers to help them make better business decisions. You weave stories with meaningful insight from data. You make critical recommendations for your fellow Googlers in Engineering and Product Management. As a self-starter, you relish tallying up the numbers one minute and communicating your findings to a Sales manager the next.

Additional Role Description:

At Google, data drives all of our decision-making. As part of the Fiber Business Analyst and Intelligence team, you will use data to inform business and product decisions across the company. Using your technical skills, business acumen and creativity, you will build tools to automate reporting and generate insight that will allow clients to quickly and accurately see how our key business products and processes are performing. Previous experience on providing business intelligence and data driven insight through reporting will have equipped you well for this role. You'll be involved in projects from inception to delivery, ensuring that your reporting delivers high-quality and relevant data to intelligently grow our business.

Responsibilities:

- Work closely with business partners to understand their information needs, ensuring that Business Intelligence (BI) strategy and agreed solutions are an excellent fit to their evolving needs.
- Be a core contributor and lead projects which delivering multiple BI work streams, both on an ongoing and ad-hoc basis.
- Work with Engineering partners to help shape and drive the development of Fiber's data infrastructure including Data Warehousing, reporting and analytics platforms.
- Contribute both strategic and tactical leadership to the overall team.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Development experience in designing and delivering data warehousing/business intelligence solutions.
- Data extraction experience using SQL and other scripting languages.

Preferred qualifications:

- Experience working with Web-scale databases, Hadoop or NoSQL technologies.
- In depth experience of commercial BI tools or emerging BI technologies.
- Demonstrate genuine passion and thoughtful approaches to creatively developing highly performing teams that build and analyze large complex data-sets in a rapidly changing environment.
- Excellent business partnering and communication skills.

Product Marketing Manager - Digital Marketing, Google Fiber - Mountain View [Job posted internally: 6/19/15; Job removed internally: no date provided]

External Posting Title:

Product Marketing Manager - Digital Marketing, Google Fiber - Mountain View

Company overview:

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager - Digital Marketing, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

As a Product Marketing Manager - Digital Marketing, Google Fiber, you will be responsible for driving all our efforts to acquire Google Fiber subscribers through digital marketing channel. This includes actively defining the digital marketing strategy and KPIs, designing tracking and testing, developing creatives, analyzing results, optimizing campaigns and driving direct response and brand awareness/consideration for Google Fiber. You are a strategic and analytical thinker who can break down problems and find solutions. You are a

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

collaborator that thrives in a highly cross-functional environment. We want someone who isn't afraid to get their hands dirty to get the job done, and is excited the possibilities of online advertising to create amazing experiences for users.

Responsibilities:

- Work closely with the marketing and cross-functional teams to develop, agree and implement the digital marketing strategy. You'll be expected to bring a strategic vision while still being able to execute and tackle the tactical challenges to get things done.
- Demonstrate thought leadership crucial to the growth of our digital marketing programs to develop and deploy campaigns including: Media planning, budget management, creative development, tracking, reporting, optimization, and innovation.
- Drive data-driven analysis and insights to improve campaign effectiveness and value to the business. This includes advanced analytics to measure online-to-offline contribution; store traffic, cross channel impact and attribution, etc.
- Know our products. Know our subscribers. Connect the two by developing and executing digital programs that are relevant, useful, delightful and effective.
- Know the numbers. Wield them like a master. You will lead efforts to gather data, analyze campaign performance, optimize and repeat.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3+ years of experience in digital marketing, managing large scale campaigns; combined client-side and agency experience.
- Demonstrable technical skills using AdWords, DDM platforms, Google Analytics.

Preferred qualifications:

- Strong business acumen and proven track record of creating senior management-level presentations; strong analytical and troubleshooting skills; ability to use data to drive actionable insights; superb program management skills with extreme attention to detail.
- Degree in engineering/science/MBA or related disciplines.
- 5+ years of solid experience in digital marketing, managing large scale campaigns with combined client-side and agency experience.
- Distinctive problem-solving, strategic and analytical capabilities. Demonstrated capacity to roll out complex, data-driven marketing programs.
- Startup attitude and a passion for building new products and businesses. Solid hands-on experiences in testing and optimizing direct response campaigns.
- Passion for analyzing users' behavior and market dynamics combined with strong writing and communication skills.

Manufacturing Test Engineer, Google Fiber - Mountain View

[Job posted internally: 6/17/14; Job posted on Google site: 6/25/14; Job removed: 12/8/14]

[Job re-posted on Google site: 12/12/14; Job removed: 8/26/15]

External Posting Title:

Manufacturing Test Engineer, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Manufacturing Test Engineer, Google Fiber - Mountain View

Google has one of the largest and most powerful computing infrastructures in the world. Your team is responsible for providing the manufacturing capability to deliver this state-of-the-art physical infrastructure. As a Manufacturing Engineer, you evaluate the product designs and create the processes, tools and procedures behind Google's powerful search technology. When vendors build parts for our infrastructure, you're right there alongside ensuring manufacturing processes are repeatable and controlled. You collaborate with Commodity Managers and Design Engineers to determine Google's infrastructure needs and product specifications. Your work ensures the various pieces of Google's infrastructure fit together perfectly and keep our systems humming along smoothly for a seamless user experience.

Additional Role Description:

Google's custom-designed equipment makes up one of the largest and most powerful computing infrastructures in the world. The Manufacturing Operations team is responsible for providing the manufacturing capability to deliver this state-of-the-art physical infrastructure. As a Manufacturing Test Engineer, you evaluate the product designs and create the processes, tools and procedures to properly test volume manufacturing. When vendors build parts for our infrastructure, you ensure manufacturing processes are repeatable and controlled. You collaborate with Commodity Managers and Design Engineers to determine Google's infrastructure needs and product specifications. Your work ensures the various pieces of Google's Fiber offering operate together perfectly and keep our systems humming along smoothly for a seamless user experience.

Responsibilities:

- Support new and existing hardware designs.
- Write test plans and drive test coverage and DFT (Design For Test) based on product requirements.
- Develop automated test scripts for functional test, software installation and burn-in.
- Design, build and deploy test platforms for Google's global manufacturing partners.
- Analyze, troubleshoot and root cause manufacturing yield issues and field escapes. Drive issues to closure with preventive measures.

Minimum qualifications:

- BS degree in Electrical Engineering or Computer Science or equivalent practical experience.
- Experience in the development of Manufacturing Tests.

Preferred qualifications:

- Consumer product experience, specifically with CPE and wireless devices.
- Capable of generating product-specific test plans and executing testing accordingly.
- Proficient with scripting languages, particularly Python.
- Experience defining and integrating into SFC systems.
- Ability to specify ATE fixtures.
- Willing to travel.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Program Manager, City Launch Team, Google Fiber - Mountain View

[Job posted internally: 6/26/15; Job posted on Google site: 9/1/15; Job removed: 10/30/15]

External Posting Title:

Program Manager, City Launch Team, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, City Launch Team, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

Want to bring Google Fiber to new cities? Enjoy managing the rollout of large-scale infrastructure projects? Join the City Launch team within Google Fiber.

We are a team of program managers and analysts who drive the launch of Google Fiber to new cities. As a Program Manager on our team, you will focus on end-to-end launches of new cities and new build models, as well as optimization of operational challenges and processes. You will work cross-functionally across almost all teams within Google Fiber, helping to scale our expansion and ongoing operations processes.

You are a top performer who thrives in a fast-paced and demanding environment. You have the ability to drive actions and decision-making across diverse teams, think critically, perform hands-on delivery, and partner across a wide variety of functions at Google to drive change in a complex setting. You have strong internal drive, a tenacious spirit, a collaborative method of working, and experience in delivering complex systems on time.

Responsibilities:

- Program manage the rollout of new Google Fiber locations
- Work closely with cross-functional teams to create a project plan, coordinating across these teams to drive key milestones to prepare for launch, driving large and small decision-making, removing roadblocks, and generally owning the successful deployment of the project through launch.
- Help build program management infrastructure.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Create and document new internal processes to build operational scalability; build internal reporting/systems to improve cross-functional communication about deadlines and dependencies.
- Make recommendations for project plan improvements to shorten project end-to-end timeline.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 4 years of experience in managing and cross-functional projects.

Preferred qualifications:

- Experience in launching large-scale infrastructure projects to new cities.
- Experience in construction, telecom, and/or fiber.
- Very collaborative nature - comfortable project-managing a cross-functional group of teams including Outside Plant, Engineering, Business Development, Marketing, Sales, Product, Supply Chain, Customer Support, Legal and more.
- Able to work and contribute as part of a larger team.
- Outstanding organizational, prioritization, and multitasking skills. Deadline and detail-oriented.
- Excellent oral and written communication. Comfortable driving decisions with insufficient data.

Enterprise Applications Developer, Google Fiber - Mountain View

[Job posted internally: 3/16/14; Job posted on Google site: 3/17/15; Job removed: 7/14/15]

External Posting Title:

Enterprise Applications Developer, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Enterprise Applications Developer, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

The Fiber Enterprise Solutions team in Google Fiber will focus on providing secure, sustainable and reliable applications and analytics to help scale Fiber business operations, which is undergoing a rapid expansion and investment phase as it goes from the initial Kansas City to many more cities throughout the country.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Initial efforts include integral management of disparate data sources and software tools and systems for the business to improve workflow and productivity, automation for planning and scheduling functions, and intelligent use of data for deriving insights and making better decisions in areas like scheduling, prediction and process improvement.

You will be part of a focused development team with a goal to build enterprise tools and applications to empower our internal and operational business users with tools and actionable analytics. You are expected to work with cross-functional teams, and are able to execute well in a fast-paced and sometimes ambiguous environment. You will apply and invent technologies to enable scaling and faster pace of execution for the business, and be able to build a strong engineering and analytics team.

Responsibilities:

- Act as a key contributor on the development team.
- Own development, delivery and support of internal tools and end-to-end applications to support Fiber Enterprise.
- Build end-to-end solution on small-to-mid sized software modules and systems. Work with Technical Leads and build scalable and reliable technical solutions to business/functional specifications.
- Ensure code and test quality from design through delivery and support.
- Work with other parts of Google to take advantage of existing solutions, technologies and resources when applicable.

Minimum qualifications:

- BS degree in Computer Science, Electrical Engineering or related field, or equivalent practical experience.
- 4 years of relevant experience with software development as well as a record of individual technical achievement using C++, Java, SQL.
- Firsthand experience building and delivering enterprise software solutions and line-of-business apps.
- Experience with object-oriented analysis and design methods including Unified Modeling Language (UML) and Entry-Relationship Diagrams (ERDs).

Preferred qualifications:

- MS degree in Electrical or Computer Engineering, Computer Science or equivalent.
- Experience with one or more of the following: Integration Frameworks, BPM and workflow technologies, ticketing tools with large-volume transactions and messaging.
- Experience with building homegrown and customizing complex packaged applications (ERP, CRM, Supply Chain, etc.) to support and advanced business rules and logic.
- Knowledge of Linux and scripting languages such as Python, shell, etc.
- Strong communications skills with ability to describe complex technical algorithms, methods and analysis results.

MDU Specialist, Google Fiber - Mountain View

[Job posted internally: 9/4/14; Job posted on Google site: 9/9/14; Job removed: 1/6/15]

External Posting Title:

MDU Specialist, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

rewards.

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: MDU Specialist, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google is proud to boast a network that provides service to millions of Internet users around the world. The Multi-family Dwelling Unit (MDU) Engineering team is responsible for operating the MDU network reliably and at scale. As a member of the team, you have a direct impact to the coordination of activities and feature enhancements to keep our systems running smoothly. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies.

Google Fiber is changing forever how city-wide networks are built. Nothing unusual for Google, we are creating the future. We are building the most effective FTTH inside/outside plant there is. We're a team of technologists, entrepreneurs and leaders with an eye for what's next. We draw talent from across Google to develop products and ideas that revolutionize the way people connect with information. Our network includes strategic vendors and contractors who support the best network out there. You quickly adapt and respond to industry changes as well as internal initiatives, and you thrive in an ever-changing, fast-growing technical environment. You are operational savvy with a 'get it done' personality and have the ability to make smart, independent decisions and the willingness to manage deliverables across teams/priorities.

Responsibilities:

- Create and track new part numbers with our Product Data Management team. Be responsible for management and upkeep of part numbers.
- Retrieve required spec sheets from suppliers. Monitor contractor deliverables at a national scale. Drive management reporting - MDU dashboards and system reports.
- Manage and maintain MDU operation file management system. Manage Google onboarding of vendors and vendor workers nationally.
- Track SOW and contract expiration dates and initiate renewal process with responsible MDU team members and Legal team. Track forecast change, communicate to all stakeholders and analyze impact.
- Work with Engineering to support ECN (Engineering Change), usher changes to completion and communicate to broader audience/stakeholders.

Minimum qualifications:

- 5 years of direct administrative experience in a high-tech industry.
- Experience with Project Management tools.
- Experience in collaborating cross-functionally with diverse range of people and job functions such as supply chain, engineering, account management, finance.
- Experience in collaborating cross-functionally with a range of people and job functions such as supply chain, engineering, account management, finance.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Preferred qualifications:

- BA/BS degree in a technical or administrative field.
- Experience in Supply Chain Management processes and in streamlining processes.
- Data analysis experience in terms of forecasts, materials, costs.
- Knowledge of Oracle Primavera P6.
- Ability to work effectively and collaborate cross-functionally and communicate process change management clearly.
- Expectation of complete confidentiality on business matter.

Optical Transport Engineer, Google Fiber - Mountain View [Job created: 11/3/14; Job not posted internally or externally]

External Posting Title:

Optical Transport Engineer, Google Fiber - Mountain View

Company overview:

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The area: Access

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we

The role: Optical Transport Engineer, Google Fiber - Mountain View

Google.com is the most popular website on the Internet. Our network has to operate at an unprecedented scale and reliability—around the world and 24/7. We oversee the web's largest IP backbone and what is by far the biggest and most advanced cluster networking infrastructure on the planet. A huge amount of global Internet traffic depends on us, and on the technical masterminds who keep us running. Google's Network Architecture team defines and provides all manner of architectural elements, building blocks and technologies that allow Google's production network infrastructure to meet the needs of our nearly 1 billion users. Given the size and complexity of our network, we face a constant stream of interesting challenges. The ever-evolving set of technologies we use to tackle these challenges are used by innovative and dynamic problem-solvers with expertise in all aspects of network management.

Additional Role Description:

As an optical transport engineer, you'll use your strong technical abilities and your understanding of optical transmission systems and optical network architectures to specify and design long haul, metro and access networks for Google Fiber. Google Fiber is building a brand new access network with Gigabit access speed to customers. You are excited by the opportunity to explore new technologies and stay at the forefront of technology developments. You will drive both internal and external platform development teams to create technologies that will speed up access network development and provide significant cost benefit. You'll work with developers, QA teams, and senior network architects to design and develop repeatable optical transport network design rules and specifications, generate design documents, test and verify the designs to ensure reliability and expandability.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Design and document optical transport networks.
- Manage and drive transport vendors
- Troubleshooting optical networks.
- Support ongoing R&D in network architecture evolution.

Minimum qualifications:

- MS in EE or Physics (In lieu of degree, 4 years of relevant work experience).
- 2 years experience in working on optical transport platforms.
- Hands-on and direct experience with building, operating and troubleshooting an optical network system.
- Proficient in DWDM, ROADMs, OSNR, modulation formats and OTN.

Preferred qualifications:

- Experience with data network protocols
- Experience in network management and monitoring
- Knowledge of UNIX/Linux systems.

Installation Operations Specialist, Editorial, Google Fiber - Mountain View [Job posted internally: 10/30/14; Job posted on Google site: 11/20/14; Job removed: 1/20/15]

External Posting Title:

Installation Operations Specialist, Editorial, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Installation Operations Specialist, Editorial, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

Want to be part of Google Fiber's expansion journey as we strive to set the bar for cutting edge customer experience and field services delivery?

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

At Google, data drives all of our decision-making. As a Fiber Installation Operations Specialist, you will use your analytical skills to help monitor and identify the Installation team's operational challenges and opportunities in the areas of vendor performance, operational process, workflow tools and service delivery. You will work with our Google and vendor teams to monitor operational health reports, partner with our business analysts to design, query and report on operational metrics and work with management to drive business insights. You will also work with the wider Install Operations team to define and measure the impact of initiatives to help them understand the outcome of their projects and business decisions.

Responsibilities:

- Manage Operations Process Documentation to ensure compilation, communication and revisions are complete for all current and new processes
- Input into Fiber wide document storage project to ensure complete repository of business critical processes
- Leverage Fiber Service Delivery team site to ensure effective communication of Install Ops Mission, OKRs, team updates, success measures and other relevant information to educate our stakeholders; Leverage Google social media platforms to market team projects, performance and achievements
- Assist Install Operations Vendor Managers in the delivery of stellar Installs experience to our customers (tracking of open project items, monitoring of issues, inventory and staffing reviews, etc); Be a core contributor to Install Operations team meetings, presenting project updates, insights and ideas back to the business
- Identify service opportunities and operational improvements to drive overall field service delivery and end customer experience efficiencies

Minimum qualifications:

- BA/BS degree or equivalent practical experience.

Preferred qualifications:

- Working knowledge of social media and website creation tools (e.g Google+, Google Sites)
- Comfortable with business start ups/operational growth stage
- Ability to learn quickly, self motivate, problem solve and own multiple tasks simultaneously
- Proven track record of editorial and process documentation skills. Ability to understand complex technical terminology and process flows.
- Excellent business partnering skills
- Excellent communication skills and attention to detail

Engineering Leadership - UX - Mountain View [Job posted internally: 3/9/11; Job still active]

External Posting Title:

Engineering Leadership - UX - Mountain View

Company overview:

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The area: M&A/Placeholder

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Placeholder description to be used by either the M&A team for openings for deals or in cases where an area does not need to be selected. This should not be used externally in any case.

The role: Engineering Leadership - UX - Mountain View
PLACEHOLDER

Additional Role Description:

No additional job description for this language.

Responsibilities:

No responsibilities for this language.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Hardware Testing Engineer, Lab - Mountain View

[Job posted internally: 7/23/14; Job posted on Google site: 7/28/14; Job removed: 3/8/15]

[Job re-posted: 3/12/15; Job removed: 3/31/15]

External Posting Title:

Hardware Testing Engineer, Lab - Mountain View

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Hardware Testing Engineer, Lab - Mountain View

Google's custom-designed machines make up one of the largest and most powerful computing infrastructures in the world. The Hardware Testing Engineering team ensures that this cutting-edge equipment is reliable. In the R&D lab, you design test equipment for prototypes of our machinery and develop the protocols used to scale these tests for the entire global team. Working closely with design engineers, you give input on designs to improve our hardware until you're sure it meets Google's standards of quality and reliability.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

The web is what you make of it, and the Chrome team is helping the world make more of the web. From open-source pros to user-experience extraordinaires, the team develops products like Chrome OS, Gmail and Google Docs that help users connect, communicate and collaborate with others. Our consumer products are giving millions of users at homes, businesses, universities and nonprofits around the world the tools that shape their web experience -- and changing the way they think about computing. As a Hardware Testing Engineer, you will work closely with the engineering team on system bring up and design validation of consumer focused hardware. You have a solid hardware testing background and experience with small form-factor boards.

Responsibilities:

- Assist design engineers in testing and evaluating new products, root causing issues found in test data, and actively participating by making sound recommendations to resolve the issues.
- Perform bench level repair and bring-up on engineering prototypes. Prepare and execute diagnostic test plans while documenting results.
- Execute DVT and PVT test plans such as hardware reliability measurements and systems integration tests. Generate acceptance test reports and work with engineers to resolve issues.
- Bring up test deployments, install system monitoring, and perform other tasks common to system level testing.
- Lead test efforts in Google data centers which includes coordinating small, medium, and large scale system bring-up efforts, delegating tasks, and providing work instructions for operations teams.

Minimum qualifications:

- 10 years of experience working in a hardware R&D lab environment.
- Experience working from schematics, CAD drawings, rough engineering drawings and/or verbal instructions.
- Experience with test equipment such as oscilloscopes, amp-probes, logic analyzers, communication analyzers, etc.
- Experience with modern analog and digital electronic circuits, bring up and debug of prototype hardware.

Preferred qualifications:

- BS degree in Computer/Electronic Engineering or Computer Science.
- Experience engineering test processes (designing and automating testing, writing test plans, and writing test reports).
- Advanced working knowledge of modern analog and digital electronic circuits.

Product Marketing Manager, Google Fiber - Mountain View

[Job posted internally: 3/24/14; Job posted on Google site: 8/13/14; Job removed: 10/10/14]

External Posting Title:

Product Marketing Manager, Google Fiber - Mountain View

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Googlers thrive in small, focused teams and high-energy environments, believe in the

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

Your focus will be on introducing Google Fiber to communities throughout the US. With an internet connection that is 100 times faster than today's average broadband speeds you will help to write the next chapter of the internet.

As a Product Marketing Manager for Google Fiber, you will take part in a complete marketing experience as you engage with the Product and Engineering teams to define the product. From determining positioning to competitive analysis, to campaigns and external communications, you help shape how new product features are marketed to Fiber users as a part of a complete product experience. The role enables you to design and run creative campaigns to promote our product innovations.

Responsibilities:

- Develop and execute innovative strategies and marketing plans that drive awareness, engagement and product adoption.
- Work across several aspects of marketings – from branding and positioning to targeted outreach and strategy, advocacy, events and communication.
- Develop and execute strategies that create a lasting, positive impact on communities throughout the US.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience working in digital media and technology, in product or marketing.

Preferred qualifications:

- A marketer with a track record of excellence.
- Demonstrated ability to think strategically about complex issues, leading to thoughtful recommendations, action plans and online campaigns.
- Strong communications skills. Able to translate complex issues into simple/intuitive communications and stories.
- Ready to roll sleeves up and operate in a highly collaborative, fast-paced environment. Can work on multiple projects simultaneously in a dynamic and ambiguous environment.
- Outstanding execution and problem solving skills, resourcefulness, and attention to detail.

Financial Systems, Program Manager, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job posted internally: 9/8/14; Job posted on Google site: 9/11/14; Job removed: 12/29/14]

External Posting Title:

Financial Systems, Program Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Financial Systems, Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

At Google, we work at lightning speed. The Fiber Business Systems team uses Google technologies and 3rd party applications to build sound and sustainable technology solutions that will scale. The technology group is extremely adept at laying down architecture and is proficient at removing impediments and ensuring business continuity. With a focus on Fiber's bigger picture, this team will develop both strategic and tactical applications and systems using nimble teams and modern methodologies. The foundational systems built here will help shape Fiber operations for years to come.

As a Program Manager, you will work with internal and cross-functional teams and own requirements through entire implementation cycles. You will be a key contributor and help with analysis and requirements, development, user acceptance and release management for positive outcomes and ongoing improvements. As a strategic partner, you will work closely with Fiber business stakeholders and technology partners working at a high velocity with minimal supervision.

Responsibilities:

- Partner closely with internal business and engineering groups to define business processes and innovative enterprise-class apps and solutions.
- Drive the vision in the Financial Oracle EBS space based on interaction with the business. Build and own clear roadmaps, charters, backlogs for cross-functional and effective collaboration amongst key stakeholders and participants.
- Lead requirements/process analysis, conceptual and detailed design, configuration, testing, training, change management, and support.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Provide solution guidance to technical team while providing clarity to business so that they understand the available options.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 7 years of experience in implementing and designing commercial-grade business applications including Financial Systems.
- 3 years of experience in a lead capacity with complete software development and delivery through - Analyze, Design, Build, Test, Implement, Release and Support - phases.
- Experience with domain and systems in one or more business areas such as Industrial, Construction, Corporate Real Estate, Financial, Healthcare, Human Resources.

Preferred qualifications:

- Experience managing and providing functional leadership for Financial processes that require design, implementation and maintenance within the Oracle EBS.
- Experience coordinating touch points for product configuration with eBusiness Suite applications.
- Experience ensuring standards compliance and providing knowledge for standards development and change.
- Business process analysis and redesign experience: strong business analysis skills; process mapping; business process redesign and implementation.
- Have a strong working knowledge of Oracle E-Business applications on Order Management, Purchasing, Inventory, Manufacturing, Finance, WIP, and Pricing

Program Manager, Product Data Management (PDM), Google Fiber - Mountain View

[Job posted internally: 10/22/14; Job posted on Google site: 10/27/14; Job removed: 2/4/15]

[Job re-posted on Google site: 4/14/15; Job removed: 9/14/15]

External Posting Title:

Program Manager, Product Data Management (PDM), Google Fiber - Mountain View

Company overview:

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The area: Access

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we

The role: Program Manager, Product Data Management (PDM), Google Fiber - Mountain View

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. As a Product Data Management (PDM) Program Manager within the Google Fiber team, you will work across Engineering, Procurement, Construction, Deployment and Finance teams internally as well as suppliers, contractors, installers externally, towards developing and executing processes and workflows that define and manage product data throughout its lifecycle.

As an experienced professional in PDM, you will be the focal point of contact driving change management process and associated workflows from request to implementation. As a recognized expert in the field of Product Lifecycle Management you will work across IT and Supply Chain teams in identifying and driving PDM process improvements and system enhancements. You will be a key member in developing and institutionalizing operational metrics that drive Google and its business partners to meet cost, delivery and quality objectives.

Responsibilities:

- Be responsible for and project manage the creation and processing of Bills of Materials (BOM), Engineering Change Orders (ECO), Manufacturer Change Orders, Deviations and Configuration Management activities by applying best practices of PDM principles during the support of New Product Introduction (NPI) as well as sustaining efforts.
- Lead cross-functional PDM Change Control Boards (CCBs) that develop and approve engineering change requests. Project manage and document the implementation of change requests.
- Identify and develop processes, workflows and system functionality that enables efficient exchange of product data with internal customers and external partners (suppliers, construction partners, installers, etc.).
- Identify and drive PDM process improvements. Work with internal IT teams to implement system enhancements in support of operational efficiency and efficacy gains.
- Define and maintain Key Performance Indicators (KPI) for PDM processes.

Minimum qualifications:

- BS degree or equivalent practical experience.
- 4 years of industry experience in one or more of the following fields: Product Development, New Product Introduction (NPI) or Manufacturing Operations.
- Direct experience as a Product Data Manager in support of product development using Agile, Windchill or equivalent.

Preferred qualifications:

- MS degree in Engineering/Operations.
- 5 years of experience in a PDM role.
- Experience of implementation of a PDM solution from the ground up with Agile/Oracle.
- Ability to think strategically, balancing a broad range of internal and external factors when identifying problems, proposing solutions, and making decisions.
- Excellent attention to detail, quick learner with creative problem-solving and analytical skills.
- An excellent communicator of project requirements and schedules.

Communications Specialist, Google Fiber - Mountain View

[Job posted internally: 3/31/15; Job posted on Google site: 4/28/15; Job removed: 7/14/15]

External Posting Title:

Communications Specialist, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Company overview:

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The area: Access - Fiber

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The role: Communications Specialist, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

As a Communications Specialist, you will drive external and internal communications projects for the Customer Service team. You will be an expert in our constantly evolving product and service. As a multi-tasker able to contribute to a wide-range of projects, you will lead efforts to write and deploy messaging to our customers with a unique, consistent tone across media (e.g. email, FAQs, videos). You'll focus on our customers' needs and continuously improve content to increase customer comprehension, product adoption and issue resolution.

You will work on projects designed to improve our internal communications and resources. You will work with the supply chain and other operations teams to deliver service collateral such as booklets and channel guides into the hands of Google Fiber customers. You are a pro at vendor and cross-functional management and leadership, able to work on multiple medium to large sized projects at once. In all of this, you have an eye to scale, looking for creative ways to grow our expansion efforts faster and more efficiently while maintaining a great experience for customers and internal partners.

Responsibilities:

- Drive cross-functional strategy to provide excellent communications for our customers.
- Collaborate within Google Fiber and vendor organizations to build communications resources through writing and related projects.
- Diagnose and resolve communication-related problems; coordinate as needed with other teams.
- Prepare for product launches and keep pace with product changes.
- Collaborate with internal operations team towards establishing scalable forecasting and fulfillment processes to answer questions like how much to buy, pay, stock, replenish, purge.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 2 years of experience in a customer service related field (e.g. phone or in-person support.)
- Experience in technology-related online communications management, documentation, or marketing.
- Experience working with vendors, operations, supply chain, optimizing processes and ensuring quality checks.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Preferred qualifications:

- Experience editing video content and working with vendors to create it.
- Strong project management, negotiation skills and judgment; ability to work effectively cross-functionally with a proven track record of driving results.
- An expert command of writing delightful, benefit-oriented, customer-focused copy that builds confidence and drives next steps.
- Analytical skills including Analytics, email marketing, spreadsheets or querying data to build basic reports.
- Ability to travel once a quarter to Google Fiber warehouse locations and cities.

Network Test Engineer, Test & Test Infrastructure, Google Fiber - Mountain View [Job posted internally: 2/18/15; Job posted on Google site: 2/23/15; Job removed: 6/10/15]

External Posting Title:

Network Test Engineer, Test and Test Infrastructure, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Network Test Engineer, Test and Test Infrastructure, Google Fiber - Mountain View

At Google, our philosophy is build it, break it and then rebuild it better. That thinking is at the core of how we approach testing at Google. Unlike roles with similar names at the other companies, Test Engineers at Google aren't manual testers -- you write scripts to automate testing and create tools so developers can test their own code. As a Test Engineer, you navigate Google's massive codebase, identify weak spots and constantly design better and creative ways to break software and identify potential problems. You'll have a huge impact on the quality of Google's growing suite of products and services.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity and enhanced TV products to consumers, and the Network Operations Project Team guides the deployment of networking equipment, the integration of software systems to the network and the delivery of new network products and services.

The Test team works closely with the architecture, network engineering, software, network and product engineering groups of Google Fiber in order to deliver new markets and services efficiently and on time.

As a networking test engineer you will be responsible for unit and integration testing of new network devices, management systems and their interactions with OSS/BSS systems. You will also develop and execute test

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

plans, and test cases to ensure a high level of quality in the solutions deployed to the production environment. You will work closely with the software, network engineering and architecture teams to validate the planned testing, and operations to ensure that their test needs are catered for. In addition, you will work with hardware and software vendors to resolve defects and plan retesting for fixes.

Responsibilities:

- Write and execute test plans, test cases, and/or test plans in medium-sized projects of moderate complexity.
- Lead the test effort of small-sized project from planning and organization to execution and delivery.
- Demonstrate intuition and knowledge about how to test networks and systems by finding bugs, and apply this knowledge with measurable results and impact the quality of the product.
- Demonstrate an ability to write test plans that scale, and to find bugs that require a complex analysis.

Minimum qualifications:

- BA/BS degree in a relevant technical field or equivalent practical experience.
- 2 years of test experience in testing of network, software or an integrated environment.
- Experience with support or execution of testing in multi-vendor, true end-to-end environment.

Preferred qualifications:

- BA/BS or MS degree in Computer Science or related technical area.
- 5 years of software or network testing, other related jobs/studies or proven and relevant accomplishments.
- Experience with professional concepts and company objectives.
- Proven project and team leadership skills.
- Excellent written and oral communication skills. Outstanding organizational, prioritization, and multitasking skills.

Outside Plant (OSP) Metro Project Manager, Google Fiber - Phoenix

[Job posted internally: 7/28/14; Job posted on Google site: 7/31/14; Job removed: 10/21/15]

External Posting Title:

Outside Plant (OSP) Metro Project Manager, Google Fiber - Phoenix

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Metro Project Manager, Google Fiber - Phoenix

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities, and utility representatives.
- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of EPC vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 10 years of experience managing large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams with profit and loss responsibility.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and experience in negotiating with contractors and vendors.
- Management experience in driving contractor performance.

Preferred qualifications:

- BS degree in Construction Management or an engineering field.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
- Experience with Primavera project management system.
- Familiar with GIS (Geographic Information Systems) and database management including Autocad, ESRI, and shape file functionality.
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.

Business Analyst, Google Fiber City Team - Mountain View

[Job posted internally: 5/6/14; Job posted on Google site: 5/8/14; Job removed from Google site: 7/21/14; Job removed internally: no date provided]

External Posting Title:

Business Analyst, Google Fiber City Team - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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The area: gTech Engineering

gTech Eng sits at the heart of Google Technical Services (gTech), a group dedicated to providing technical and product services for the Sales team. Externally, the team is helping to define the landscape of online Content and Commerce. gTech Eng works on a broad spectrum of Google products, assisting with new partner syndication efforts for everything from Search to Google+. Internally, the team develops tools that channel terabytes of content to some of Google's top products and tools, supporting faster and better decisions by our Sales teams.

The role: Business Analyst, Google Fiber City Team - Mountain View

At Google, data drives all of our decision-making. As a part of the Business Intelligence Team, you'll be using data to inform business and product decisions across the company. When a feature on one of our products -- from Google+ to Search to YouTube -- gets tweaked, you'll work with finance and engineering teams to measure the impact of that change. Using your technical skills and business acumen, you'll build tools to automate reporting and dashboard updates so clients can see quickly and accurately how projects are performing. You'll be involved from project inception to report design through to data delivery, ensuring that your reports are delivering high-quality and relevant data so that our business can grow intelligently.

Additional Role Description:

As a Business Analyst, you will help identify and prioritize Google Fiber's biggest challenges and key opportunities in the areas of process, workflow, innovation, communication and strategic planning. You will partner with cross-functional stakeholders to understand their analytic and business needs, and provide data for informed decision-making. You will also define and measure the impact of initiatives to help stakeholders understand the outcome of past decisions.

Responsibilities:

- Gather relevant data to conduct business analysis and provide recommendations on improved reporting infrastructure.
- Conduct data analysis and make recommendations (cost-benefit, invest-divest, forecasting, impact analysis).
- Model data in order to create quantitative models including forecast, operational, financial, and statistical models of business dynamics.
- Deliver effective presentations of findings and recommendations to multiple levels of stakeholders.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3 years of analytics experience.
- Experience analyzing data through statistical, quantitative modeling and forecasting.
- Technical experience in SQL and experience with other programming languages such as Python, Shell scripting, Java, PHP, JavaScript, C, etc.

Preferred qualifications:

- Operational experience in measuring and improving productivity, utilization, scale initiatives etc.
- Demonstrated ability to synthesize information to see big picture while effectively managing detail.
- Proven ability to successfully work and partner across multiple functions in an organization.
- Distinctive problem solving and analytic skills with a high degree of analytical rigor.
- Excellent communication and interpersonal skills.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Technical Customer Solutions Specialist , Google Fiber - Mountain View [Job posted internally: 10/9/14; Job posted on Google site: 10/13/14; Job removed: 5/11/15]

External Posting Title:

Technical Solutions Specialist, Google Fiber - Mountain View

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The area: Access - Fiber

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The role: Technical Solutions Specialist, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

The Technical Solutions team is responsible for remotely supporting our front-line call center team handling customer calls and internal teams. As a member of the team, you will assist support personnel when product problems or questions are escalated, ensure that proper troubleshooting procedures are followed, and facilitate the escalation of issues to other engineering teams as needed. You have an understanding of networking technologies and protocols, You have strong analytical, computer network troubleshooting skills, solid communication skills, and a passion for helping customers.

Responsibilities:

- Prioritize and solve technical customer issues and keep stakeholders updated.
- Analyze large technical data sets and generate insights for cross-functional teams.
- Advise on software, hardware and infrastructure support decisions based on customer escalations.
- Create and maintain known issues report for Google Fiber hardware and software.
- Develop troubleshooting playbooks and/or scripts for your team and others.

Minimum qualifications:

- BA/BS degree in Computer Science or related technical field or equivalent practical experience.
- 2 years of experience in customer service and technical troubleshooting related to computer networks, wireless standards, A/V setup, cable TV service installations.
- Experience with LAN and WAN troubleshooting.
- Experience with working in different consumer operating systems: Linux, OS X, Windows.

Preferred qualifications:

- Experience with scripting using Google standards.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Understanding of home networking (e.g., MoCA, IPTV using IP multicast, Wi-Fi, VLAN, Port Forwarding) and various home entertainment and theater systems (e.g., HDMI, S/PDIF, and component video) technologies.
- Knowledge of TCP/IP fundamentals (including IPv6 and IPv4 Multicast).
- Ability to analyze system logs. Familiarity with log analysis tools.
- Passionate about technology and customer service with a keen sense of product quality.

Network Operations Engineer, Google Fiber - Mountain View

[Job posted internally: 6/26/13; Job posted on Google site: 7/1/13; Job removed: 4/8/15]

External Posting Title:

Network Operations Engineer, Google Fiber - Mountain View

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The area: Access - Fiber

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The role: Network Operations Engineer, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

As a Network Operations Engineer, you will be responsible for the stable operation of the Google Fiber production network. The network includes backbone segments between cities, an access layer delivering traffic to our users, and internal components supporting services traffic for our dynamic and rapidly growing application infrastructure. You will be at the center of network events, drawing upon your problem management skills and technical expertise to expedite problem resolution. You will work with peers at all levels and in various specialties to drive continuous improvement, helping to shape operational requirements, processes, and training. The most successful candidates for this role will have strong analytical and troubleshooting skills, the ability to think and act quickly, solid communication skills, and a desire to tackle complex problems.

Responsibilities:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Handle escalated issues and work closely with the NOC, engineering, field technicians, and carriers to resolve network issues.
- Act as an externally facing point of contact to coordinate service and operational support from vendors.
- Assist in the development of operations processes and procedures, along with training programs and documentation.
- Oversee and execute planned network maintenance activity while minimizing impact to services.

Minimum qualifications:

- BS in Computer Science, Electrical Engineering, or related field (in lieu of degree, 4 years relevant work experience)
- Operational experience with carrier-class routers and switches
- Network routing protocol troubleshooting skills involving BGP, OSPF, ISIS, and MPLS
- Deep knowledge of TCP/IP, IPv6, Multicast, VRRP, HSRP, DHCP, RADIUS and SNMP protocols

Preferred qualifications:

- Expertise in residential access networking
- Strong understanding of Internet backbone routing
- Experience working in engineering or design roles on an ISP- or enterprise-level network
- Knowledge of various FTTH access technologies
- Solid scripting skills in Python, PHP, Perl or Shell
- Top-level network certifications (e.g. CCNP, CCIE, JNCIS, JNCIE, etc.)

Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose

[Job posted internally: 8/17/14; Job posted on Google site: 9/22/14; Job removed: 8/10/15]

External Posting Title:

Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose

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The area: Access - Fiber

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The role: Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

This position will be based in San Jose, CA.

Responsibilities:

- Oversee the design of the Outside Plant Fiber Network from beginning with Prelim Design through to a fully constructible job package.
- Program manage the production of efficient designs for new development, network relocations and network upgrades.
- Establish relationship with local third parties and ensure efficient process are in place.
- Support finance metric development, reporting and dashboard reporting.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 7 years of industry experience.
- Experience directly managing a team. Program Management experience.
- Experience managing capital intensive technical programs.

Preferred qualifications:

- MBA or graduate degree, or equivalent in a management, technical, or engineering field.
- Ability to develop the process flow to accelerate FTTH design with incredible value.
- Demonstrated ability to employ good troubleshooting skills and creative problem solving abilities under pressure.
- Ability to work cross-functionally with the product manager to normalize addresses and key data, and coordinate with the city project manager to track as-built documentation.

Wireless Test Engineer, Google Fiber - Mountain View

[Job posted internally: 1/7/15; Job posted on Google site: 1/12/15; Job removed: 8/25/15]

External Posting Title:

Wireless Test Engineer, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Wireless Test Engineer, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Our computational challenges are so big and unique we can't just buy our hardware, we've got to make it ourselves. Our Platforms Team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Networking Test Engineer you make sure that our massive and growing network is operating at its peak potential. You have hands-on experience with complex networking equipment, a deep understanding of networking protocols, test design and implementation chops and a background in IP network design. It's your job to make sure Google's cutting-edge technology can perform at scale.

Additional Role Description:

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds to the home. As a Wi-Fi test engineer, you will ensure the quality of all the Wi-Fi products deployed as part of the whole end-to-end network. You will work closely with Software Development, System and Network teams to define and validate network solutions.

Responsibilities:

- Evaluate, analyze and generate reports on different Wi-Fi deployment solutions.
- Design, develop, and execute test plans for Wi-Fi features.
- Perform feature, system, and solution testing. In addition, certify software releases for general use.
- Identify, log and reproduce bugs. Verify fixes for bugs and improve test coverage by adding additional test cases throughout testing.
- Contribute to the design of new access and home networking systems. Developing test automation tools.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in network testing and wireless 802.11.
- Experience with standard L2/L3 protocols such as IGP, LACP, STP, RSTP, VRRP, UDLD, 802.1x, etc.
- Experience in access network protocols PIM/IGMP, QoS. Experience with networking systems including TCP/IP, Ethernet, IPv6 and Wi-Fi testing tools.

Preferred qualifications:

- MS or PhD degree in Electrical Engineering or Physics, with a strong understanding of signal processing and wireless communications theory.
- Experience in supporting, implementing and/or designing networks.
- Experience in network testing of traditional wired routing/switching environments.
- Strong automation skills.

Deployment Training Program Manager, Google Fiber

[Job created: 8/21/15; Job not posted internally and externally]

External Posting Title:

Deployment Training Program Manager, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Deployment Training Program Manager, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

Google Fiber is an exciting new business at Google - deploying next generation, gigabit Internet speeds to the home coupled with an HD Television Service. We are an entrepreneurial organization with big ambitions differentiating ourselves with a fantastic product and exceptional customer service. In October of 2012 we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri and in November of 2013 we began installations in Provo, Utah. Come join us in reshaping and revolutionizing the way people connect to the web!

As Program Manager you will drive our strategy for developing a world class team in each of our regional deployment offices. In this role, you will manage the training program to ensure a consistent approach to project management, development of leadership skills in our deployment leaders, and run an ambitious program to develop the next generation of teams for Google Fiber cities. You will work closely with the existing local teams, People Operations, Learning and Development, and our existing program managers working to standardize metro operations. You're a key cross-functional player who will help put in place the operational infrastructure to support growth in our talented regional Googlers.

Responsibilities:

- Create and rollout a training program for our Associate Deployment Managers. Collect training requirements from Deployment and Build teams for Googlers.
- Create and manage training programs to drive performance improvements, team standardization and faster onboarding of Deployment Googlers. Help maintain appropriate metrics and reporting to drive improvements to training curricula.
- Work extensively with cross-functional teams as an advocate of the training process and a representative of the trainees.
- Manage individual projects to improve the training experience and tools.
- Develop leadership training guidelines for Metro Build leaders to encourage Googleness, Innovation, and focus on operational excellence.

Minimum qualifications:

- BA/BS degree in Business or a related field, or equivalent practical experience.

Preferred qualifications:

- 2 years of experience in consulting.
- Experience writing business requirements. Experience managing large-scale and dynamic projects, with competing resources and priorities.
- Strong history of implementing large cross-functional projects with passion to drive collaboration and deliver high-quality projects across teams.
- Some familiarity with ISP, construction, television and video technologies. Familiarity with project management techniques and systems.
- Passion for Google and belief in the mission of Google Fiber.
- Demonstrated analytical skills and a demonstrable bias toward action. Outstanding organizational, prioritization, and multitasking skills.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Technical Program Manager, Network Engineering, Google Fiber - Mountain View [Job posted internally: 10/7/14; Job posted on Google site: 10/10/14; Job removed: 12/2/14]

External Posting Title:

Technical Program Manager, Network Engineering, Google Fiber - Mountain View

Company overview:

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The area: Google Access 2

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: Technical Program Manager, Network Engineering, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

Google Fiber is an exciting new business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity and enhanced TV products to consumers and the Network Engineering Team designs, tests, and certifies the networking structures and components used to build the network products and services. The Network Engineering Team works closely with the Product, Deployment and Operations teams in order to deliver new markets and services efficiently and on time.

Technical Program Managers are highly respected within Google and Google Fiber as having a good technical understanding, strong problem solving skills and a high degree of organization. Their prime function is to coordinate the delivery of projects across a diverse range of teams, people and skills. As Google Fiber expands its markets and product offerings, we are in need of these technically minded program managers to ensure we deliver powerful and exciting services in a timely fashion.

You will work with both internal engineering teams, external software teams as well as network vendors to ensure our goals are met and to put in place well defined processes to allow efficient large scale growth. You will also be involved in commercial negotiation and project budgeting.

Responsibilities:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Identify, evaluate, plan, coordinate and execute on various projects, such as new product introduction (NPI) and new market designs.
- Develop processes, procedures, and documentation for efficient and scalable deployment of the network and products, liaising with other teams and the larger PM organization to harmonize efforts.
- Coordinate team efforts through task, milestone, and objective tracking along with metric reporting.
- Support external vendor engagements on behalf of Network Engineering as well as other cross-functional groups, including procurement, logistics, vendor management, and legal.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 2 years of project management experience in the technology (networking or software) industry.

Preferred qualifications:

- Project management certifications (e.g. PMP, PgMP, etc.).
- Experience working in a network vendor or telecommunications carrier environment.
- Good understanding of carrier or ISP networks, OSS/BSS systems and their integration.
- Comfort with operating in a high-paced, changing work environment with the ability to prioritize multiple functions and tasks, manage time efficiently and navigate ambiguity.
- Self-directed, detail-oriented problem solver with the ability to lead and influence project team members and partners.

Network Operations Business/Planning Analyst, Google Fiber - Mountain View [Job posted internally: 4/9/15; Job posted on Google site: 4/14/15; Job removed: 10/19/15]

External Posting Title:

Network Operations Business/Planning Analyst, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Operations Business/Planning Analyst, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

As part of the Network Planning and Business Analysis team, you will deliver dashboards, tools and custom analyses that are used by the broader organization to efficiently plan, operate and optimally scale Google Fiber's network. Your work products provide key insights that are used for capacity planning, cost optimization, topology optimization, network availability/reliability and network operational excellence.

Responsibilities:

- Develop and enhance dashboards and tools as needed, to facilitate efficient monitoring, planning and analysis of the network.
- Establish requirements for software development by others and be a constant source of feedback during the development cycle.
- Apply data mining techniques to problems such as event correlation and root cause determination.
- Develop and prepare appropriate metrics to ensure that the network and NetOps (Network Operations) are performing to standard.
- Model network projects and plans to evaluate their technical and financial merits.

Minimum qualifications:

- BS degree in operations research, computer science, related technical field, or equivalent practical experience.
- Experience with statistical analysis and/or data mining, as well as network modeling and/or analysis.
- Coding experience in one or more languages (e.g., Python).
- Experience in development of lightweight (web-based) tools.

Preferred qualifications:

- MS degree in networking, operations research, computer science or a related technical field.
- Experience working on network monitoring and planning problems of complex scope on large-scale service provider networks.
- Experience with network modeling software (Cariden, WANDL, OPNET, etc.) or in-house custom software.
- Experience in demand forecasting, Monte Carlo simulations, network analysis, performance metrics and operations research for demand-based networks.
- Familiarity with OSP networks and IP networking.
- Strong analytical skills.

Quality Experience Specialist, Google Fiber - Mountain View

[Job posted internally: 8/25/14; Job posted on Google site: 8/28/14; Job removed: 1/20/15]

External Posting Title:

Quality Experience Specialist, Google Fiber - Mountain View

Company overview:

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Googlers thrive in small, focused teams and high-energy environments, believe in the

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Quality Experience Specialist, Google Fiber - Mountain View

Google's brand is only as strong as our users' trust--and their steadfast belief that our guiding principles are what's best for them. Our Product Quality Operations team has the critical responsibility of protecting Google's users by ensuring online safety by fighting web abuse and fraud across Google products like Search, Maps, AdWords and AdSense. On this team, you're a big-picture thinker and strategic leader. You understand the user's point of view and are passionate about using your combined technical, sales and customer service acumen to protect our users. You work globally and cross-functionally with Google developers and Product Managers to navigate challenging online safety situations and handle abuse and fraud cases at Google speed (read: fast!). Help us prove that quality on the Internet trumps all.

Additional Role Description:

As a Quality Experience Specialist at Fiber, you will work with a small dedicated team to manage multiple Quality Assurance (QA) programs for Google Fiber Customer Support. Anywhere that Google Fiber interacts with a customer (contact center, service center, in home installations, etc), we insert a layer of Quality Assurance to make sure the customer experience is consistent with our high standards across all touchpoints. You'll work with our team's vendor managers and the leadership teams at our vendor partners to develop and maintain impactful QA programs. You will also function as a Quality expert and consultant to the rest of the Customer Support organization, using data to interpret Quality-related trends and influence projects across the organization.

Responsibilities:

- Monitor QA program implementation with our Vendor Partners, including calibrating on QA audits to ensure quality standards are being evaluated fairly and consistently
- Report, analyze, and provide insights on our Quality performance and programs (regularly and ad hoc) for cross-functional stakeholders within Google Fiber and use this data to identify trends and opportunities for improvement.
- Continually innovate on our existing QA programs and processes.
- Act as a liaison and champion for Quality while working with cross functional groups of internal team members and vendor partners to improve Quality and CSAT performance.
- Be able to travel up to 20% of the time to administer QA programs in person and meet with necessary stakeholders.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 2 years of Quality Assurance experience (calls, email, chat) in a call center environment and technologies; specifically, call monitoring and recording systems.
- Experience working with vendors and/or in customer service.

Preferred qualifications:

- Technical experience (e.g., cable industry-specific experience, ability to translate technical concepts into non-technical terms).
- Ability to interpret technical data, create reports with pertinent data and correspondence, review processes for effective troubleshooting

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Proven success in project management and execution, multi-tasking and delegating
- Ability to work effectively cross-functionally with a proven track record of driving results with a “customer first” mentality.
- Excellent listening and communication skills (written and verbal). Strong judgement with a positive demeanor.

Release Engineer - Mountain View

[Job posted internally: 10/9/13; Job posted on Google site: 10/15/13; Job removed: 11/20/13]

[Job re-posted: 6/11/14; Job still active]

External Posting Title:

Release Engineer - Mountain View

Company overview:

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The area: Research and Systems Infrastructure

At Google, our users come first, and the Systems Infrastructure team is at the heart of that promise. We build the technologies that transform the way we think about doing business. Whether working on our cloud systems, researching the latest in computer technology or keeping Google's internal systems humming, Googlers and users alike rely on us to keep things running. We're back-end ninjas: protecting your privacy and ensuring your security.

The role: Release Engineer - Mountain View

How do you release updates and changes to the world's most trafficked sites without users ever noticing a glitch in service? Our Release Engineering team tackles this very challenge. As a member of the team, you work with Software Engineers to ensure our services and products seamlessly move from development through rollout and into production. This requires scripting and coding with an eye toward scalability so that big deployments can be broken down and distributed across multiple data centers. You are excited by massively complex systems and the challenges that come from working with some of the largest computing systems in the world. From changing the look of Google Search to backend tweaks to our algorithms, we are constantly pushing updates and iterating on all of our products.

Using your leadership and technical expertise, you manage small project teams and lead the complex application releases for production and develop major improvement to tools and processes.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Support and improve our tools for continuous integration, automated testing and release management.
- Manage release branches.
- Build and sanity test release binaries (server-side).
- Push new releases to production (server-side).
- Maintain the build process to support ongoing R&D.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Minimum qualifications:

- BA/BS degree in Computer Science or equivalent practical experience.
- 2 years of experience in software engineering, release engineering and/or configuration management.

Preferred qualifications:

- 6 years of relevant work experience.
- Familiarity with software configuration management systems and/or source code version control systems.
- Performance experience.
- Experience with code signing and build management tools (make, SCons, ant).
- Experience with scripting languages, particularly Python.
- Experience building C++ and Java applications.
- Server side products: knowledge of Unix/Linux. Client side products: knowledge of multiple client OS's, such as Windows/Mac/Linux/iPhone/Blackberry/Android.

Aftermarket Operations Manager, Google Fiber - Mountain View

[Job posted internally: 2/14/14; Job posted on Google site: 2/18/14; Job removed: 9/2/14]

External Posting Title:

Aftermarket Operations Manager, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Aftermarket Operations Manager, Google Fiber - Mountain View

Google's leadership team hand-picks thorny business challenges, and members of BizOps work in small teams to find solutions. As part of this team you fully immerse yourself in data collection, draw insight from analysis, and then zoom out to develop compelling, synthesized recommendations. Taking strategy one step further, you also persuasively communicate your recommendations to senior-level executives, roll-up your sleeves to help drive implementation and check back-in to see the impact of your recommendations.

Additional Role Description:

Google's operations, like our users, span the globe and require managers to keep the big picture in focus. As an operations manager at Google, you lead complex, multidisciplinary projects and elicit performance from Google's supply chain. You plan project requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. You manage vendors to achieve the high levels of performance required to support Google's business.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

As an Aftermarket Operations Manager in Google Fiber Supply Chain Operations, you will manage the refurbishment and repair supply chain for Google Fiber. You will improve and establish supply chain processes and systems and manage aftermarket service vendors and operations. Your responsibility will include cost, quality, delivery, inventory management, data management and compliance. You will leverage your experience in both operational and project roles focused on end-to-end process improvements.

Responsibilities:

- Manage aftermarket service vendors and aftermarket material flows
- Measure supply chain performance (via key performance indicators and other operational indicators) and improve that performance
- Identify and implement operational improvements
- Lead large cross-functional teams through end-to-end project lifecycle to implement new processes and systems for the aftermarket supply chain
- Interface with internal customers, partner teams, and suppliers

Minimum qualifications:

- BA/BS degree or equivalent practical experience

Preferred qualifications:

- MBA or MS in a technical field
- 8 years of experience in supply chain management, both functional and project management roles.
- Previous experience leading cross-functional project teams and implementing new tools and systems
- Previous supplier management experience
- Excellent leadership and facilitation skills
- Excellent verbal and written communication skills; Strong analytical and problem solving skills

Director, Google Fiber Business Org

[Job posted: 5/19/15; Job not posted internally or externally]

External Posting Title:

Director, Google Fiber Business Org

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The area: Business Operations

The Business Operations and Strategy team at Google plays a critical role in defining and driving strategic, operational and organizational improvements across the company. Also known as "BizOps", the group operates like an internal consulting group working on a range of critical projects and issues. BizOps creates strategies for promoting growth of our products like YouTube, Chrome and Mobile. They handle issues around partner development, strategy work in emerging markets such as Africa and India, as well as pricing strategies across our B2B and consumer products. The BizOps team is at the forefront of Google's fast-moving strategic priorities, tackling operational challenges and enabling innovation.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The role: Director, Google Fiber Business Org

Google's leadership team hand-picks thorny business challenges, and members of BizOps work in small teams to find solutions. As part of this team you fully immerse yourself in data collection, draw insight from analysis, and then zoom out to develop compelling, synthesized recommendations. Taking strategy one step further, you also persuasively communicate your recommendations to senior-level executives, roll-up your sleeves to help drive implementation and check back-in to see the impact of your recommendations.

System Verification Engineer, Google Fiber - Mountain View

[Job posted internally: 5/1/15; Job posted on Google site: 5/4/15; Job removed: 8/25/15]

[Job re-posted on Google site: 10/13/15; Job still active]

External Posting Title:

System Verification Engineer, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: System Verification Engineer, Google Fiber - Mountain View

Our computational challenges are so big and unique we can't just buy our hardware, we've got to make it ourselves. Our Platforms Team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Networking Test Engineer you make sure that our massive and growing network is operating at its peak potential. You have hands-on experience with complex networking equipment, a deep understanding of networking protocols, test design and implementation chops and a background in IP network design. It's your job to make sure Google's cutting-edge technology can perform at scale.

Additional Role Description:

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds and services to the home. As a System Verification engineer, you will ensure the quality and stability of the networking products in the network access layer and customer homes. You will work closely with Hardware/Software Development, System and Network teams to validate networking product solutions. You will also create new test tool and automation scripts to explore and validate the functional correctness, performance capabilities, and resource usage of our software, as well as their interaction with other Google systems and infrastructure.

Responsibilities:

- Design, develop and execute test plans for cutting edge networking products.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Build complex testbeds to perform feature, system and solution testing. Identify, log and reproduce bugs. Verify fixes for bugs and improve test coverage by adding additional test cases throughout testing.
- Contribute to the design of new access and home networking systems.
- Develop advanced test automation tools and automation scripts for large-scale automation strategies.
- Work closely with Customer Quality team to reduce customer-found defects and improve customer experiences.

Minimum qualifications:

- BA/BS degree in a relevant technical field or equivalent practical experience.
- 2 years of test experience in testing of network, software or an integrated environment.
- Experience with support or execution of testing in multi-vendor, true end-to-end environment.

Preferred qualifications:

- BA/BS or MS degree in Computer Science or related technical area.
- 5 years of software or network testing, other related jobs/studies or proven and relevant accomplishments.
- Experience with automation.

Last Mile Partner Contracts Manager, Google Fiber - Mountain View

[Job posted internally: 5/18/15; Job posted on Google site: 5/27/15; Job removed: 7/30/15]

External Posting Title:

Last Mile Partner Contracts Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Last Mile Partner Contracts Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google Fiber is building one of the fastest data networks in the US so users can experience the future of broadband. As a Partner Manager, you will work closely with your Last Mile team and Business counterparts to develop and execute strategies that will enable the expansion of Google Fiber's network through close

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

partnership with Engineering, Procurement and Construction (EPC) firms. By drawing on a broad set of technical and business experiences, you will establish cross-functional requirements, develop fulfillment strategies, manage quoting and contracting activities, and manage our partners to fulfill various efforts related to deploying last mile infrastructure and inside plant for the Google Fiber network. Your leadership across many functional domains will culminate in the completion of several concurrent construction efforts that will be delivered on-time, within budget, at required technical specifications (quality) and safely.

Responsibilities:

- Work across Last Mile business units and resources based in Mountain View and in-city teams to establish fulfillment strategies that complement Google Fiber's Last Mile Engineering and Construction needs.
- Work with Google's Supplier Sourcing team to identify and source key partners that can scale to meet our Engineering and Construction needs across several US metropolitan areas.
- Build and manage close relationships with key partners.
- Build a strong internal network with peer groups in Engineering, Finance, Legal, Marketing, PR, Supply Chain, Operations, IT, and In-City teams.
- Manage and negotiate contractual agreements and business terms that enable an efficient and scalable execution of our expansion strategies. Work closely with In-City resources to jointly drive execution.

Minimum qualifications:

- BA/BS degree with emphasis in technical operations, or equivalent practical experience.
- 7 years of work experience in operations, supplier management, supply chain or construction management.
- Experience with strategic business planning and execution.
- Experience managing and negotiating contracts. Experience in contract dispute management.

Preferred qualifications:

- MBA.
- Direct experience with large scale telecom/FTTH engineering, procurement and construction efforts.
- Established track record of contract administration, processing partner and vendor escalations, variation requests and contract amendments.
- Established track record of developing and deploying complex outsourced relationships

Product Specialist, Google Fiber - Mountain View

[Job posted internally: 3/12/14; Job posted on Google site: 3/14/14; Job removed: 4/7/14]

[Job re-posted internally: 4/17/14; Job re-posted on Googles site: 6/24/14; Job removed: 9/3/14]

External Posting Title:

Product Specialist, Google Fiber - Mountain View

Company overview:

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The area: Google Access

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Product Specialist, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber is an exciting new business for Google aiming to go the very last mile, deploying next-generation, gigabit Internet speeds and great TV connections to homes and businesses. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

As a Product Specialist, you will be an expert in our Fiber products and will liaison with our engineering and product teams to represent top customer pain points, create solutions for existing issues, and build great new features. You will analyze customer issues and patterns in customer reports, to provide insights and recommendations on how to improve our products. You will also help shape Google Fiber's future operations as we continue to grow and evolve.

Responsibilities:

- Advocate for customer pain points and successfully influence and collaborate with engineering, product, and customer service teams to solve customer issues and drive customer service projects.
- Manage successful product launches for customer service teams to ensure complete launch-readiness at time of launch.
- Prioritize clearly customer and service operations needs and effectively advocate for them with cross-functional teams.
- Represent the Google Fiber team to internal and external partners, providing outstanding support and relationship building in all interactions.
- Anticipate, diagnose and resolve customer problems coordinating, as necessary, with cross-functional teams. Generate reports on and communicate customer and operational trends with internal partners.

Minimum qualifications:

- BA/BS degree in Computer Science, Information Systems, Engineering or equivalent practical experience.
- 3 years of project management experience and work with product and engineering teams.

Preferred qualifications:

- Technical experience in the cable or software industry and understanding of networking concepts and technology.
- Fluency communicating with technical partners such as Engineering on technical product concepts.
- Proven track record of working cross-functionally and successfully negotiating for solutions and resources.
- Very comfortable navigating and managing through ambiguity on a normal basis.
- Great analytical skills in order to create strong business cases and reports; and excellent communication skills (written and verbal) as well as strong negotiation skills and judgment.

NOC Shift Lead, Google Fiber - Mountain View

[Job posted internally: 5/2/13; Job posted on Google site: 5/8/13; Job removed: 11/25/14]

External Posting Title:

NOC Shift Lead, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: NOC Shift Lead, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You encourage safe and efficient network operations by leading project teams that maintain and improve network operations. You propose projects that increase network reliability and analyze network technologies that assess implications for Google.

Additional Role Description:

The Network Operations team is responsible for operating the Google Fiber network reliably and at the scale necessary for the best possible user experience. During your shift, you must oversee the activities of all members of network operations team and insure the coordination among all team members relating to monitoring network performance, executing planned maintenance, and responding to and resolving network connectivity issues. Keeping the network reliable ensures that our users have the best possible experience using Google services and those available on the rest of the Internet.

Responsibilities:

- Oversee the monitoring of the network for stability and performance in order to maintain 24x7 operations and resolve service impacts as they occur.
- See that trouble tickets are worked effectively and efficiently and that the work with engineering, field technicians, and telecommunications carriers is effective in resolving service issues in accordance with established processes and procedures
- Review problem descriptions and and detailed problem diagnosis for accuracy and compliance with established practices. Assist in moving forward the problem resolution work when progress is sluggish.
- Recommend and standardize methods to correct common network trouble issues and faults, especially those of a chronic nature.
- Recommend revisions to existing policies and procedures to make them more effective. Draft new policies and procedures for consideration by management to better optimize Network Operations.

Minimum qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- 2 years of shift lead experience in supporting and/or implementing an Internet service provider or large wide area network and experience with network change management control policies.
- Knowledge of TCP/IP fundamentals and commonly-used network protocols (MPLS, IPv6, Multicast, OSPF, BGP, IS-IS).
- LAN and WAN troubleshooting skills and a solid understanding of network security.

Preferred qualifications:

- Knowledge of common FTTH access technologies.
- Network certifications (or equivalent training/experience).

Network Operations Center (NOC) Engineer I, Google Fiber - Mountain View

[Job posted internally: 1/15/15; Job posted on Google site: 1/21/15; Job removed: 3/2/15]

External Posting Title:

Network Operations Center (NOC) Engineer, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Network Operations Center (NOC) Engineer, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

You maintain safe and efficient network operations. You oversee our network performance and our planned maintenance, and you respond to outages and issues in real time.

Responsibilities:

- Monitor network stability and performance to ensure 24x7 operations and resolving service impacts as they occur.
- Handle trouble calls and work closely with engineering, field technicians, and telecommunications carriers to resolve service issues.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Validate problem descriptions and perform detailed problem diagnosis; track and update problems in trouble-ticketing system.
- Perform scheduled configuration changes to network.
- Recommend solutions to correct network trouble issues and faults.

Minimum qualifications:

- 2 years of experience in supporting and/or implementing an Internet service provider or large wide area network and experience with network change management control policies.
- BA/BS degree or equivalent practical experience.
- Experience working with TCP/IP fundamentals and commonly-used network protocols (MPLS, IPv6, Multicast, OSPF, BGP, IS-IS, CCNA/JNCIA).
- Experience with LAN and WAN troubleshooting network security.

Preferred qualifications:

- Demonstrated aptitude for learning and applying new technical material quickly.
- Advanced knowledge of networking fundamentals, knowledge of ticketing systems and network monitoring tools.
- BA or BS in a technical discipline.
- Network certifications (or equivalent training/experience) such as CCNA or JNCIA.
- Knowledge of common FTTH access technologies and general user-level Unix knowledge (e.g. file system navigation and file editing and manipulation).
- Experience at ISP, carrier/telco, data center, POP environment or outside plant work.

Brand Marketing Communications Manager, Google Fiber - Mountain View [Job posted internally: 2/4/15; Job posted on Google site: 2/9/15; Job removed: 4/3/15] [Job re-posted on Google site: 5/7/15; Job still active]

External Posting Title:

Brand Marketing Communications Manager, Google Fiber - Mountain View

Company overview:

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Brand Marketing Communications Manager, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

Your focus will be on introducing Google Fiber to communities throughout the US. You are an experienced and dynamic creative who will help lead marketing communications for the Google Fiber brand. With an Internet connection that is 100 times faster than today's basic broadband speeds you will help to write the next chapter of the internet. You will develop and execute strategies that create a lasting, positive impact on communities throughout the US.

Responsibilities:

- Develop and execute brand marketing campaigns that drive awareness, engagement and product adoption for Fiber. This involves working across the spectrum of marketing communications - from branding and positioning to creative development and media planning.
- Tell great stories that inspire a future of super fast Internet.
- Ensure all aspects of Fiber marketing communications are on brand, consistent, focused on the user, and employ best practices.
- Develop and lead a stable of creative and media partners in pushing the boundaries on brand and digital marketing.
- Refine and enforce the Fiber brand (including voice, look and feel, and personality).

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience at a creative interactive agency or in-house interactive team.

Preferred qualifications:

- Extensive experience leading interactive marketing efforts.
- Expert in managing a breadth of marketing agency partners and developing best in class creative work.
- A seamless operator in a fast-paced, quickly changing environment.
- Demonstrated exceptional creative and design sensibilities with aggressive attention to detail.
- Demonstrated digital marketing skills, pushing the limits of technology to tell stories and bring product experiences to life in new and remarkable ways.

Program Manager - Mountain View

[Job posted internally: 5/18/12; Job posted on Google site: 5/28/12; Job removed: 6/11/12]

External Posting Title:

Program Manager - Mountain View

Company overview:

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ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Mobile

Making the world's information universally accessible and useful doesn't stop at the desktop. The Mobile team builds tools to get you the information you need no matter where you are. Android has become the world's most popular mobile ecosystem, powering billions of devices, from smartphones to tablets, watches to TVs and everything in between. Whether adding to the core Android experience, forging new markets for digital content, creating immersive and portable versions of our products or managing relationships with a global community of developers, the Mobile team is giving you Google on the go.

The role: Program Manager - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Responsible for all aspects of Product Development Projects from planning through to release
- Create scope and Product Requirements for Products in collaboration with Product Management and Engineering
- Drive Technical Product Development Projects across multi-discipline teams including but not limited to Product Management, Design, UX and Engineering
- Manage risk and escalation path for Program
- Communication plans for internal and external teams

Minimum qualifications:

- BA/BS in Computer Science or related technical field (in lieu of degree, 4 years relevant work experience).
- Understands what it takes to write code, with exposure to large-scale systems
- Strong sense of focus and excellent attention to detail while working in a very fast-paced environment.
- Strong analytical, problem-solving and organizational skills coupled with excellent communication, interpersonal and analytical abilities.

Preferred qualifications:

- Master's degree.
- 8 years relevant work experience, including 6 years industry experience.
- Experience in managing large, complex projects.
- Adept at leading teams of highly talented, independent individuals.
- Track record of quickly earning credibility based on your knowledge and amazing accomplishments.

Outside Plant (OSP) Project Manager, Google Fiber - Portland

[Job posted internally: 5/15/15; Job posted on Google site: 5/20/15; Job removed: 8/5/15]

External Posting Title:

Outside Plant (OSP) Project Manager, Google Fiber - Portland

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Project Manager, Google Fiber - Portland

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities and utility representatives.
- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of EPC vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 10 years of experience managing telecommunication, utility or distributed infrastructure construction or implementation projects and project teams with profit and loss responsibility.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and in negotiating with contractors and vendors.
- Management experience in driving contractor performance.

Preferred qualifications:

- BS degree in Construction Management or an engineering field.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
- Experience with Primavera project management system
- Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Knowledge of network drawings, route maps and scopes of work, interpreting fiber test results and auditing projects for compliance with scopes of work.

ISP Regional Manager, Google Fiber - Mountain View

[Job posted internally: 10/8/14; Job removed internally: no date provided]

ISP Regional Manager, Google Fiber - Mountain View

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The area: Access

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we

The role: ISP Regional Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google works with thousands of strategic partners across the globe every day. The Google Fiber Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's MDU/Outside Plant and network operations as well as our global partners. As a member of the ISP Operations team, you proactively review existing and new contracts, permits, terms and obligations. You coordinate with facilities, OSP network operations, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. In addition, you will be required to ensure quality control and construction standards are maintained across assigned region. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

Responsibilities:

- Manage the MDU Field Operations Teams to excel in the deployment of Google Fiber's MDU, SMB, and Community Connection construction across multiple markets; Manage program budgets, planning and contractor resource assignments to ensure timelines and costs are met across region
- Establish scalable tracking systems across region that monitor contractor performance including quality control, appropriate forecasting of building resources, billing against budget, and contract
- Work with and communicate progress to ISP National operations, internal stakeholders and ensure that projects are scoped properly and handed off seamlessly for network deployment. Including Google Fiber

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

OSP/Sales/Biz Ops teams in coordinating all project activities, admin requirements, financial reporting, invoice approval, and material handling

- Work with ISP Program Managers to ensure design & construction standards are met. In addition, interface with GFiber's supply chain to ensure material quantities are met and ensure everything meets Gfiber design specifications; Work with ISP Program Managers to ensure quality control standards are met across markets, in addition to LL/customer satisfaction
- Responsible for overall construction labor cost per passing, enforce contract requirements, and mitigate any contractor disputes across assigned region; Responsible for managing and ensuring ISP construction standards are met across assigned region

Minimum qualifications:

- BS or BA degree (or equivalent work experience)
- 5+ years of experience with either construction program management or specifically fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure
- Experience with creating scalable business reporting tools, processes, and tracking systems; Experience in managing programs across multiple markets with responsibility for quality assurance, schedule commitments, reporting, and troubleshooting
- Highly experienced with Program Management with an emphasis on construction or Multi-Dwelling/Commercial projects

Preferred qualifications:

- Work cross-functionally to build scalable construction, installation, and support processes. Innovate our means and methods with potential to change industry standards across multiple markets
- Experience auditing projects for compliance with scopes of work. A high level understanding of inside and outside plant fiber optic network infrastructure, engineering design and construction
- Contract & Program (Vendor) Management experience
- Knowledge/experience with project management tools
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills
- Be a self-starter with ability to conceive of and accept responsibility for projects and see them through to completion, must be able to work as individual contributor and to contribute as part of a larger team

Software Engineer - PhD - University Graduate - Mountain View 2015 start [Job posted internally: 4/5/12; Job removed 2/19/14]

External Posting Title:

Software Engineer - PhD - University Graduate - Mountain View 2015 start

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Software Engineer - PhD - University Graduate - Mountain View 2015 start

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Write server-side code for web-based applications. You will develop prototypes quickly and create robust high-volume production applications. Develop for specialist domains: client application development for Windows/Mac (Chrome, Toolbar, etc.), embedded systems and mobile apps (Android), developer tools (IDEs, large-scale build systems, compilers), infrastructure, internationalization, networking, and more.

Minimum qualifications:

No minimum qualifications.

Preferred qualifications:

No preferred qualifications.

Network Ops Launch Manager, Google Fiber - Mountain View [Job created: 2/2/15; Job not posted internally or externally]

External Posting Title:

Network Ops Launch Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The role: Network Ops Launch Manager, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

The Network Engineering and Operations team of Google Fiber is responsible for the network architecture, OSP design, network equipment deployment and network operations of the Google Fiber, Gfiber, system. Gfiber provides TV (video), content partners and the broader internet.

At Google, we strive to provide our users with the fastest services possible. Google Fiber is building one of the fastest national FTTH broadband networks to deliver the future in Internet content to its users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband, collaborate with many internal functional groups, and manage relationships with external entities who are critical to our success.

Google Fiber works to go to the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast. The Network Engineering & Operations team is responsible for the development of the standards to deliver on the promise and the operation of the network reliably at scale. As a leader within the team, you will work with our City Launch team and assist the negotiation of agreements throughout the country. You will provide the technical support, industry experience and negotiating skills needed to resolve difficult agreement in a minimum of time.

Responsibilities:

- Represent the Network Operations Services team in Gfiber cross functional meetings to plan our approach with major national utilities, develop a schedule and strategy for engagement and to conclude with agreements in our best interest.
- Work cross-functionally with product, business development, finance, and other teams within network and OSP engineering to ensure a cost effective plant.
- Review contracts for compliance with our network requirements, deployment plan and schedule. Develop, implement, and scale the end-to-end process for make-ready, permitting, right-of-way, etc. to accelerate FTTH design and construction with incredible speed.
- Manage, train, and enforce quality from the make-ready engineering firms to ensure that they are performing in line with our expectations. Ensure that network deployments are fast and efficient by working with engineering to provide a value-engineered design and removing all obstacles to construction.
- Prepare facility owner package templates for completed make-ready and develop a system for tracking pole attachments. Support finance metric development, reporting and dashboard reporting. Communicate progress and activities to internal stakeholders.

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- Strong background in Outside Plant deployment and project/program management.
- Proven ability to manage complex projects with tight deadlines and cost commitments.
- 15 years of experience in the telecom/broadband industry with significant management responsibilities.

Preferred qualifications:

- Working knowledge of FTTH. Experience with utilities for the deployment of telecommunications projects.
- Strength in GIS based tools.
- Willing to travel.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Skilled in the use of industry project management, budgeting and collaboration tools - MS Project, Google Docs, etc.

OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto

[Job posted internally: 2/17/15; Job posted on Google site: 2/20/15; Job removed: 10/12/15]

External Posting Title:

OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto

Company overview:

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The area: Access - Fiber

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The role: OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

Google and Google Fiber highly value innovation and rapid paced engineering to develop and design solutions for our ever expanding broadband services network. The Physical & Facilities Engineering team is responsible for Outside (OSP) and Inside Plant (ISP) design, product/vendor selection, evolution and implementation, and collaboration with other Google Fiber teams on innovation and deployment. Your responsibilities as OSP/ISP engineer within this team will include selecting physical appurtenances that support the passive network and active devices. You will also work with the Access engineering and Architecture teams to specify and aid in the selection of materials that integrate seamlessly with the broader network. You will learn quickly and adapt to changes.

Responsibilities:

- Develop processes, procedures, and documentation for the engineering of OSP and ISP solutions.
- Interact with vendors on the specifications and product selection of OSP and ISP products.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Work closely with other engineering teams on the delivery of an innovative and progressive network architecture.
- Apply design best practices to Google Fiber's network rollout with an appreciation of GIS data handling.
- Provide engineering support to field staff with responsibility for customer installation, quality assurance, and troubleshooting.

Minimum qualifications:

- BA/BS degree in a technical field or equivalent practical experience.
- Experience in aerial and underground communications design.
- Experience with communications engineering and related systems (Outside and Inside Plant). OSP and ISP materials experience.
- Experience with GIS/CAD systems.

Preferred qualifications:

- Experience working in a telecommunications or Internet service provider environment.
 - Strong understanding of OSP and ISP technologies, vendors and the industry.
- Detailed understanding of communications construction processes (OSP Placing, OSP Splicing, ISP).
- Comfort with operating in a fast-paced, changing work environment with the ability to prioritize multiple functions and tasks, manage time efficiently and navigate ambiguity.
 - Excellent written and oral communication skills.

Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View

[Job posted internally: 10/6/14; Job posted on Google site: 10/9/14; Job still active]

External Posting Title:

Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View

As a Technical Account Manager, you are responsible for providing technical solutions and managing relationships with Google's largest and most strategic online publishers. As a liaison between clients and our technical staff, you flawlessly lead deployments, implementations and integrations of a variety of our product lines (such as Search, Mobile, Video and Commerce). From monitoring product performance to debugging

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

and troubleshooting product code, you are the resident expert that addresses partner needs. You are a technical expert with an entrepreneurial drive and passion for client management.

Additional Role Description:

Google Fiber TV Platform TAMs are the technical liaisons between our external content partners and engineering, product and business development teams. In this role you will be vital in sales engineering, implementations and integrations, and handle all aspects of the technical post-sales partner relationship.

You are responsible for providing technical solutions and managing relationships with Google Fiber TV's strategic video content partnerships. From monitoring partner performance to debugging and troubleshooting, you are the resident expert that addresses partner technical needs.

Responsibilities:

- Drive both technical execution of strategic partner relationships within Google Fiber TV platform and launches of video content (linear, video-on-demand, in-home and out of home streaming) services
- Guarantee the technical aspects of a partner's integration (both new and ongoing) by providing necessary documentation and technical guidance
- Perform technical contractual and implementation reviews, pilot new product features, and ensure the prompt and proper resolution of technical issues
- Work closely with the Fiber Business Development and Legal teams to review and track Google Fiber's compliance with contractual technical requirements
- Contribute to improving productivity by improving process and building infrastructure for on-boarding and on-going support

Minimum qualifications:

- BA/BS in Computer Science or a related technical field or equivalent practical experience.
- 3 years of experience in customer-facing roles.

Preferred qualifications:

- Ability to work well in a cross-functional team environment.
- Good scripting language knowledge such as Bash, Python or PHP
- Familiarity with television and video technologies as well as a passion and desire to work with television and video content
- Strong troubleshooting skills in common web technologies, such as XML, HTML, JavaScript, SQL, etc.
- Strong communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills. Ability to speak to both business and technical stakeholders.
- Ability to travel occasionally.

Strategy and Operations Program Manager - Google Fiber [Job created: 6/5/14; Job not posted internally or externally]

External Posting Title:

Strategy and Operations Program Manager - Google Fiber

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

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The role: Strategy and Operations Program Manager - Google Fiber

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Google Fiber's leadership team challenges us to bring 100 times faster speeds to more cities faster. The role of the City Team is to launch new cities and run the ongoing business in each market. You are looking for a new opportunity to work in a disruptive business. You are a problem solver who is interested in building and implementing programs at scale for distributed teams and offices. You value working in a highly cross-functional environment that requires you to get things done.

Additional role description:

As a Program Manager for the City Team, you will be part of a central function building and supporting local teams in new Google Fiber markets. In this position, you will get to know our new markets and identify potential business issues before a team is on the ground. Your job will be to train, support, and advise local teams, especially the City Manager, with an eye towards making future growth easier and local markets successful. You will be one part strategic problem solver, one part program builder and executor, and one part account manager. This is a nuts to bolts role that will require you to address tactical issues with an eye towards prioritization, business strategy, and scale. The role requires an end-to-end understanding of the Google Fiber business, an in-depth view of building a distributed office, and a focus on smart problem solving.

Responsibilities:

- Build, implement, and deliver a scalable onboarding program and materials for new City Managers
- Be a liaison and escalation point for City Managers to start up and operate a Google Fiber team and office
- Work cross-functionally with Business Development, City Launch, PR and other cross-function teams to fully leverage broader resources for distributed locations
- Identify, build, and implement national programs to drive market local team success post-launch

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years of relevant work experience)
- 5-8 years experience in Operations or Consulting with core responsibilities of solving problems and developing and executing programs to deliver business results
- Demonstrated experience in working with cross-functional teams and a variety of stakeholders

Preferred qualifications:

- Masters or equivalent qualification with emphasis on business operations and strategy preferred
- Proven experience working with senior and cross-functional team members
- Global mindset and ability to think across disciplines, industries, cultures, and scenarios
- Excellent written and verbal communication, and organizational skills

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Build, implement, and deliver a scalable onboarding program and materials for new City Managers
- Be a liaison and escalation point for City Managers to start up and operate a Google Fiber team and office
- Work cross-functionally with Business Development, City Launch, PR and other cross-function teams to fully leverage broader resources for distributed locations
- Identify, build, and implement national programs to drive market local team success post-launch

Minimum qualifications:

- BA degree (In lieu of degree, relevant skills or equivalent experience).

Preferred qualifications:

- Ability to effectively influence and communicate cross-functionally with all levels of management and having exceptional verbal and written communication skills.

Technical Solutions Specialist, Google Fiber - Mountain View

[Job posted internally: 9/24/14; Job posted on Google site: 9/29/14; Job removed: 12/3/14]

External Posting Title:

Technical Solutions Specialist, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Technical Solutions Specialist, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

As a Technical Solutions Specialist, you will help design and build the necessary tools and solutions to enable our team to effectively scale the business. You will work on a startup-like product within Google in a highly collaborative environment with cross-functional teams such as Engineering, Product, Sales and Operations. You have a passion to apply your technical expertise to solve real-world business challenges faced by Fiber. Not afraid of hands-on coding, you will provide your technical expertise, help business teams prioritize issues, solve problems in creative ways and then execute at speed.

Responsibilities:

- Design and develop integration solutions for various business systems and technical infrastructures.
- Design and develop automation solutions to complex business processes.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Design, develop and maintain enterprise-grade web apps to analyze, monitor and visualize key performance metrics.
- Design, develop and maintain data extraction, transform and load (ETL) pipelines for reporting and analytics.

Minimum qualifications:

- BA/BS degree in Computer Science or related technical field or equivalent practical experience.
- 2 years of enterprise-level software development experience.
- Experience in object-oriented programming building business systems and tools.

Preferred qualifications:

- MS degree in Computer Science.
- Proven ability to work effectively in a fast-paced, highly cross-functional environment.
- Expertise in one or more of these programming languages: Python, Java, JavaScript.
- Clear verbal and written communication skills.

MDU Program Manager, Google Fiber - Mountain View

[Job posted internally: 8/5/14; Job posted on Google site: 8/8/14; Job removed: 11/11/14]

External Posting Title:

MDU Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: MDU Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

Google is proud to boast a network that provides service to millions of Internet users around the world. The ISP team is responsible for managing, engineering, and constructing a network that will scale to small and medium businesses. As the MDU Build Program Manager for Google Fiber you will have responsibility for the delivery of high speed gigabit internet. You will marshal cross-functional resources to lead the

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

implementation and execution of the plan to build and design MDUs integration into the wider Google Fiber Network. You'll leverage experience you've utilized in business to manage the schedule and process for a real-world network project. This involves implementing technical requirements for our contractors, ensuring we measure progress and quality, and help improve processes that are contractors use. You will work directly with Business Development to represent the real world complexity in a build and help shape the direction of an important business channel.

Responsibilities:

- Direct field processes that review and approve all MDU and Institution designs to ensure all Google technical specifications are being met. Design and maintain engineering standards for all MDU designs across markets.
- Create, coordinate and manage all engineering material GPN's with Google Supply Chain related to MDU physical layer solutions. Establish MDU design and construction standards, as well as ensure changes are communicated across the multiple metros Google Fiber is launched to.
- Establish and manage processes for progress reporting from the field and coordination between Google Fiber and Contractors. Assist with managing supplier performance and participate in supplier selection. Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products.
- Manage and implement all standards for building codes, HIPPA requirements, Federal, Financial institution laws, liability caps for design and construction.
- Provide direction to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products. Assist with supplier performance and participate in supplier selection. Manage the data entry and coordination between Google Fiber OSP FMS team and Contractors for as-builts. Assistance with vendor contract amendment and SOWs as it permits to MDU work.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of program management experience.
- Experience managing large-scale and dynamic projects, with competing resources and priorities.
- Experience implementing large cross-functional projects to drive collaboration and deliver projects across teams.

Preferred qualifications:

- Ability to work cross-functionally with the product and technical manager to ensure design standards are met.
- Deadline and detail-oriented.
- Flexible and able to think quickly.
- Excellent problem solving skills.
- Excellent interpersonal and analytical skills.
- Excellent oral/written communication skills. Outstanding organizational, prioritization, and multitasking skills.

Web Application Developer, Customer Support, Google Fiber - Mountain View [Job posted internally: 2/8/15; Job removed internally: no date provided]

External Posting Title:

Web Application Developer, Customer Support, Google Fiber - Mountain View

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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The area: Google Access

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The role: Web Application Developer, Customer Support, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speed to the home. Join the Google Fiber team because we've got some ambitions. In October of 2012, we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri, but this is just the beginning. Help to reshape and revolutionize the way people connect to the web!

As a Customer Service Tools Developer, you will design and build the necessary tools and solutions to enable our team to effectively support our customers. You will be an expert in our products and services, and you will provide both specific and broad solutions for our customers. You will work directly with cross-functional teams such as Engineering and Product to gather requirements to improve and innovate our service delivery.

Responsibilities:

- Specialize in tool creation to support our customer support team, providing specific solutions to customers and also driving broader projects in that area.
- Represent the Google Fiber team to users and external partners, providing outstanding support and relationship building in all interactions.
- Analyze and monitor key metrics and partner with Product and Engineering to resolve issues.
- Scale our support model by identifying and implementing improved workflows and solutions.

Minimum qualifications:

- BA/BS degree or equivalent practical experience
- 2 years of experience in technology-related product management or tools development.
- Experience with Python and/or Go, JavaScript and HTML.

Preferred qualifications:

- Technical experience in the industry, and experience as a Product Manager including translating technical concepts into non-technical terms.
- Experience with Google technical architecture and systems like Borg or Colossus
- Excellent project manager, with the ability to work independently and on multiple initiatives at the same time.
- Solid understanding of the product development flow and SDLC.

Growth Manager - MDU

[Job created: 9/5/14; Job not posted internally or externally]

External Posting Title:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Growth Manager - MDU

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The area: Access - Fiber

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The role: Growth Manager - MDU

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

The Growth team for Google Fiber is a new team looking for entrepreneurial minded individuals with a mix of product management and business management backgrounds to optimize and scale up new businesses.

This particular role is driving decisions for the consumer business line focusing on MDUs (multiple dwelling unit such as an apartment buildings). The role combines strategy, go-to-market planning, day to day execution and P&L support. You will work cross functionally with product management, engineering, marketing, finance, sales, and local city teams to develop this business. Your mission, should you choose to accept it, is to become a "decision engine" for our consumer business, helping to define metrics-driven targets for our P&L, and causing them to become real.

Responsibilities:

- Work cross functionally with marketing, sales, business development, product management, engineering, city teams and other teams inside of Google to define, build, launch and scale.
- Identify market opportunities, build business cases, define strategy and vision.
- Working with and directing PM and Eng teams on PRD requirements, GTM requirements & Service specifications. Provide leadership on entire Service experience across product, marketing, sales, local teams on an ongoing basis.
- Monitoring business health, including the generation of appropriate materials (presentations/dashboards) to drive business decisions
- Lead the day to day execution from launch to scale; manage P&L and metrics.

Minimum qualifications:

- BA degree (In lieu of degree, relevant skills or equivalent experience).

Preferred qualifications:

- Creative problem-solving and analytical skills and impeccable business judgment.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Technical Program Manager/Program Manager, Google Fiber - Mountain View [Job posted internally: 8/4/14; Job posted on Google site: 8/6/14; Job removed: 1/20/15]

External Posting Title:

Technical Program Manager, Google Fiber - Mountain View

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Technical Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

Google Fiber is delivering video and internet services to the home using symmetric Gigabit Fiber links. This service began to roll out to customers in Kansas City in November 2012 and we are expanding to Austin, TX and many other cities in the coming months.

Google Fiber is looking for a self-motivated individual to help our Mountain View-based Fiber engineering team build new products. You also have strong skills in program management. You will work closely with software engineers, product managers, and other engineering teams to get innovative new products built, tested, and released.

You will coordinate many different efforts and drive them to launch in line with our goal to provide a significantly better internet and TV service to our users.

Responsibilities:

- Drive the engineering coordination and execution focused towards launching various new products.
- Collaborate with cross-functional engineering teams (Software, Hardware, Test) and product teams in developing project schedules, milestones, risks analysis.
- Coordinate with stakeholders to manage, track and control project issues to ensure timely delivery of products.
- Develop reports to track planning, scheduling, issues, risks, and overall status.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Oversee the creation of new processes and tools as necessary to support additional needs and requirements of a fast growing business.

Minimum qualifications:

- BS degree in Computer Science or equivalent practical experience.
- 3 years of experience as program or engineering manager.
- Experience in web technologies.

Preferred qualifications:

- 5 years of experience in managing highly-complex, technically-challenging projects.
- Experience with UNIX/Linux like systems.
- Experience with scripting languages (e.g. Python).
- Strong analytical, problem-solving and organizational skills.
- Exceptional skills influencing, teaming, and delivering solutions in a highly complex, always changing, and nebulous environment.

Business Development Manager, Google Fiber - Mountain View

[Job posted internally: 11/3/14; Job posted on Google site: 12/18/14; Job removed: 3/2/15]

External Posting Title:

Business Development Manager, Google Fiber - Mountain View

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: New Business Development

At Google, we set ourselves goals we know we can't reach yet. Our New Business Development team works on game-changing ideas, from technological experiments to the expansion of existing businesses into new territories. We're a team of technologists, entrepreneurs and leaders with an eye for what's next, working across Google to develop products and ideas that revolutionize the way people connect with information.

The role: Business Development Manager, Google Fiber - Mountain View

As a member of the New Business Development team, you develop new product initiatives with our Product, Engineering, Marketing and Partnerships teams. You're a true thought leader who can find, digest and share industry trends and key influencers. You open doors with potential partners, chat with them about their businesses and present these opportunities to our senior leaders. In doing so, you help discover and shape some of Google's boldest ventures.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Support, coordinate and, where necessary, lead exploratory discussions with potential partners and acquisition opportunities.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Help create and adapt new business agreements/models, including with governments, infrastructure owners, engineering companies, etc.
- Draft term sheets and negotiate agreements.
- Manage existing partners until transitioned to operational teams.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience operating within and leading cross-functional teams (product management, implementation, legal, finance, marketing, etc.)

Preferred qualifications:

- Strong attention to detail, highly entrepreneurial, open-minded, persistent, highly collaborative and penchant for and understanding of Google products with the ability to quickly learn about new technologies.
- Ability to balance competing priorities and manage several time-sensitive project/agreements at once in a fast paced environment with minimal direction.
- High level of comfort escalating and presenting key issues to Google senior management when appropriate; solution-oriented mind-set.
- Excellent interpersonal and communication skills to formulate and articulate contractual, technical, financial and value points with partners and internal Google teams.

Primavera Program Manager, Google Fiber - Mountain View

[Job posted internally: 7/2/14; Job posted on Google site: 7/9/14; Job removed: 12/9/14]

External Posting Title:

Primavera Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Primavera Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

At Google, we work at lightning speed. The Fiber Data & Software Infrastructure team use Google technologies and 3rd party applications to build sound and sustainable technology solutions that will scale. The technology group is extremely adept at laying down architecture and is proficient at removing impediments and ensuring business continuity. With a focus on Fiber's bigger picture, this team will develop both strategic and tactical applications and systems using nimble teams and modern methodologies. The foundational systems built here will help shape Fiber operations for years to come. As a Program Manager, you will work with internal and cross-functional teams to help design, develop quality tools striving for positive outcomes and ongoing improvements. As a strategic partner, you will work closely with Fiber business stakeholders and technology partners working at a high velocity with minimal supervision.

Responsibilities:

- Drive multisite and global project controls, cost management, contract management functions using Primavera Suite to match growing business volume and scale demands.
- Own and have accountability of the functional design and roll out of configurations and customizations with evolving rules following protocols, specifications and processes.
- Contribute to the design and development working closely with other engineering groups (of Integration Developers, BSAs) on large-scale implementations.
- Drive integration framework implementations to connect enterprise-class systems with Primavera Suite for advanced operational gains and efficiencies.

Minimum qualifications:

- BS degree in Computer Science or equivalent practical experience.
- 5 years of experience working with Deep and implementing and customizing Primavera suite using planning, scheduling, resource, cost and contract management functions.
- 3 years of experience building solutions using Primavera suite with ties to back office systems in Engineering, Construction industries using advanced enterprise patterns and techniques.

Preferred qualifications:

- 3 years of experience working with engineering teams develop complex solutions involving multiple enterprise applications.
- Familiarity with Web Services, Integrations, data manipulation.
- Deeper understanding of Primavera data and semantic models with heavy customization experience
- Understand complex business scenarios - complex workflows, delegations/approvals/escalations, integrations with other line-of-business applications
- Strong analytical and problem solving, solution design, domain knowledge to help solve business problems developing solutions for growing and scaling business.

Strategic Partner Manager, Google Fiber - Mountain View

[Job posted internally: 11/24/14; Job posted on Google site: 12/1/14; Job removed: 1/28/15]

External Posting Title:

Strategic Partner Manager, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Strategic Partner Manager, Google Fiber - Mountain View

Google's line of products and services to clients never stops growing. Strategic Partner Managers have the unique opportunity to create a long-lasting relationship with our top partners. You cultivate these existing partnerships to make sure they can take full advantage of Google's ever-growing suite of offerings. You possess strong relationship-building skills and are apt to see win-win opportunities with partners in order to best represent our users, products and programs.

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband, collaborate with many internal functional groups globally, and manage relationships with external businesses who are critical to our success.

As a Strategic Partner Manager, you are the point of contact between Google and its most strategic partners. You will work with a cross-functional team to ensure mission-critical programs are advancing the objectives of Google Fiber and its business partners. Primary responsibilities will focus on deploying, managing, measuring and improving go-to-market programs with partners worldwide.

Responsibilities:

- Ensure strategic partnerships achieve desired outcomes. Continuously evolve systems and processes to scale the team's capabilities.
- Manage the progress of cross-functional teams (internal and external). Build strong relationships with senior executives at partner companies.
- Design metrics and report on partnership performance.
- Ensure compliance with agreements.
- Identify and rollout new opportunities for partners. Be the voice of the partner to product and engineering teams.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 6 years of experience managing programs involving teams internal and external to your organization.

Preferred qualifications:

- Proven ability to plan and manage at both the strategic and operational level and to launch new products successfully in the marketplace.
- Ability to solve problems quickly and resourcefully.
- Success managing and building strong working relationships with executives at partner organizations.
- Demonstrated success at managing cross-functional teams and building strong relationships across departments.
- Strong program management skills.
- Excellent communication and presentation skills.

Business Program Manager, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job posted internally: 6/5/14; Job posted on Google site: 6/12/14; Job removed: 8/26/14]

External Posting Title:

Business Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Business Program Manager, Google Fiber - Mountain View

Additional Role Description:

Google Fiber is an exciting new business at Google - deploying next generation, gigabit Internet speeds to the home coupled with an HD Television Service. We are an entrepreneurial organization with big ambitions differentiating ourselves with a fantastic product and exceptional customer service. In October of 2012 we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri and in November of 2013 we began installations in Provo, Utah. We are expanding to Austin, Texas later in 2014 and have just announced plans for up to 34 more cities. Come join us in reshaping and revolutionizing the way people connect to the web!

Reporting to the Head of Systems and Planning the Business Program Manager will drive the requirements gathering for our business systems to be built, rolled out, and improved. You will own the relationships with our infrastructure engineering team and work with them to develop effective tools that help our business and support teams deploy fiber faster and more accurately. These tools will enable us to not only work smarter, but have better insight into our progress and make decisions with better data. You will work closely with the Build teams, analysts, vendors, and customer support to gather requirements and then work with Engineering to make tools that scale fiber deployment faster than any company in history. The Business Program Manager will also own projects to operationalize improvements in workflow across the organization with the goal of faster, more accurate, and cheaper fiber deployment. You are a key cross-functional player who will help put in both technical and operational infrastructure to support product growth and team performance with impeccable organization, analytical and conceptual thinking and a desire to work on new and evolving technologies to help drive the future of Google.

Responsibilities:

- Manage requirements gathering for new systems rollouts and existing systems improvements (project management systems/P6, Salesforce.com, ticketing).
- Coordinate large, complex projects, including developing and coordinating realistic project estimates, plans and metrics.
- Lead systems and process deep-dives and analysis, develop proposals and coordinate large cross-functional teams.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Proactively use business background to contribute to design and implementation of technical, structural and operational improvements for the Fiber Business.
- Take responsibility for whole portions of the operational tools and drive them to closure.

Minimum qualifications:

- BA/BS degree in Business, related field or equivalent practical experience
- 2 years of experience in consulting.
- Experience managing large-scale and dynamic projects, with competing resources and priorities.
- Experience implementing large cross-functional projects to drive collaboration and deliver projects across teams.

Preferred qualifications:

- Experience writing business requirements.
- Passion for Google and belief in the mission of Google Fiber.
- Familiarity with project management techniques and systems.
- Some familiarity with ISP, construction, television and video technologies.
- Outstanding organizational, prioritization, and multitasking skills.
- Ability to occasionally travel.

Product Marketing Manager, Customer Marketing, Google Fiber - Mountain View [Job created: 8/4/15; Job not posted internally or externally]

External Posting Title:

Product Marketing Manager, Customer Marketing, Google Fiber - Mountain View

Company overview:

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Customer Marketing, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

With an Internet connection that is up to 1,000Mbps, you will help to write the next chapter of the Internet. Google Fiber is expanding from three markets to many more, and we are building out robust customer marketing capabilities that can scale as we grow. As a Customer Marketing Manager for Fiber, you will use customer-specific insights and targeted marketing to build brand love among Fiber customers and ensure they are getting the most out of Fiber in the plan that's right for them. From designing and launching innovative upsell campaigns and building industry-leading customer lifecycle marketing programs to scaling churn winback programs, you will help shape how Google Fiber customers get the most out of a gigabit connection.

Responsibilities:

- Know our products. Know our users. Connect the two by developing and executing customer marketing programs that are relevant, useful, and delightful.
- Know the numbers. Wield them like a master. Lead efforts to gather data, design a campaign, analyze campaign performance, optimize, and repeat.
- Be the Champion of the Mover. Grow Fiber's mover marketing program from pilot stage to fully-scaled ongoing marketing campaign.
- Develop revenue-generating marketing strategies spanning upsell and cross-sell across our entire customer base.
- Help build Fiber's first Customer Lifecycle Marketing program by understanding key insights about our users and creating targeted comms for each customer segment.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3+ years of experience in developing and managing integrated marketing campaigns or consulting.

Preferred qualifications:

- Experience in a marketing role with a consumer-facing focus in a subscription business; electronic, digital media, mobile product focus.
- Relevant experience developing high-impact revenue generation programs and strategy setting, with customer marketing experience a plus.
- Demonstrated capacity to roll out complex, data-driven marketing programs.
- Distinctive problem-solving, strategic and analytical capabilities. Demonstrated capacity to roll out complex, data-driven marketing programs.
- Proven track-record of cross functional collaboration.
- Excellent written and oral communication and interpersonal skills.

Product Manager, MBA University Graduate 2015 - North America

[Job posted internally: 8/6/14; Job posted on Google site: 8/7/14; Job removed: 4/20/15]

External Posting Title:

Product Manager, MBA University Graduate 2015 - North America

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Product

One of the many reasons Google consistently brings innovative, world-changing products to market is because of the collaborative work we do in Product Management. With eyes focused squarely on the future, our team works closely with creative and prolific engineers to help design and develop technologies that improve access to the world's information. We're responsible for guiding products throughout the execution cycle, focusing specifically on analyzing, positioning, packaging, promoting and tailoring our solutions to all the markets where Google does business.

The role: Product Manager, MBA University Graduate 2015 - North America

At Google, we put our users first. From innovative software products like Gmail, YouTube, Chrome, Street View to pioneering mobile devices like the Android, we build products that organize the world's information and make it universally accessible to our users. The Product Management team works closely with our engineers to guide products from conception to launch. As part of the Product Management team, you bridge the technical and business worlds as you design services that our customers love. You'll work with Googlers from Engineering, Sales, Marketing, and Finance, to name just a few. You have a bias toward action and can break down complex problems into steps that drive product development at Google speed. As a Product Manager, you will be part of shaping Google's next moonshot.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Build and manage a product roadmap to support our goals and strategies.
- Create preliminary design concepts and work with engineering to implement and iterate them.
- Initiate and prioritize projects within engineering, assist in determining the best technical implementation methods, track product development and develop product launch plans.
- Develop the product strategy, go-to-market plans, positioning, messaging and all elements related to the business case.

Minimum qualifications:

- BA/BS degree in Computer Science, EE, Mathematics, Stats or equivalent practical experience.

Preferred qualifications:

- Experience developing Internet products and technologies
- Demonstrated experience shipping products (concept to launch)
- Demonstrated ability to gather user requirements across diverse functional areas and convert them into a compelling product vision.
- Demonstrated ability working with technical teams to rapidly produce prototypes and iterations
- Ability to accelerate the shipping/launching of products, including providing hands-on leadership.
- Distinctive problem solving, organizational, and analytical skills with the ability to evolve product strategy based on research, data and industry trends.

Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View

[Job posted internally: 2/17/15; Job posted on Google site: 2/20/15; Job removed: 10/5/15]

External Posting Title:

Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

This position is available anywhere in the U.S. (there is no specific location).

The Google Fiber Network Operations and Engineering team is responsible for designing an efficient and reliable network and operating it at scale. As a leader in the team, you will have a direct impact on design and feature enhancements to keep our systems running smoothly. You will be managing a team of top-notch engineering managers where you will be asked to promote rapid and efficient decision making and active risk management, while ensuring innovation remains in focus to ensure lightning fast deployment of the Google Fiber network. You will also ensure that our network is designed on time and within allocated budgets. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network design efficient and reliable ensures that our users stay connected with our suite of applications, products and services.

Google is always striving to innovate and our Fiber-to-the-Home (FTTH) program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband. As a Google Fiber Regional Engineering Program Manager, you will participate in the creation of a FTTH design solution that involves advanced network design programs, innovative production sources and extreme design value.

Responsibilities:

- Oversee the design of the Outside Plant Fiber Network for your region (i.e. multiple metropolitan areas), from beginning with Prelim Design through to a fully constructible job package and as-builts.
- Program manage the production of efficient designs for new development, network relocations and network upgrades. Take an active part in management decisions related to the program management of the network engineering activities, through leadership and innovation.
- Select, hire and manage best in class Engineering personnel for each metropolitan area.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Establish high level relationship with major third parties and ensure efficient processes are in place.
- Support finance metric development, reporting and dashboard reporting.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 15 years of industry experience, in various leadership positions.
- Experience in Outside Plant and Network Facilities.
- Relevant experience in Program Management of capital intensive projects and the development of processes.

Preferred qualifications:

- Six Sigma certification, or equivalent work experience.
- Experience in leading geographically dispersed teams.
- Demonstrated ability to employ good troubleshooting skills and creative problem solving abilities under pressure.
- Proven ability to promote corporate vision and culture
- Willing to make an impact in the U.S. telecommunication industry.

Manufacturing Current Product Engineer, Google Fiber - Mountain View

[Job posted internally: 10/3/14; Job posted on Google site: 10/8/14; Job removed: 1/29/15]

External Posting Title:

Manufacturing Current Product Engineer, Google Fiber - Mountain View

Company overview:

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The area: Technical Infrastructure

Behind everything our users see online is the architecture built by the Technical Infrastructure team to keep it running. From developing and maintaining our data centers to building the next generation of Google platforms, we make Google's product portfolio possible. We're proud to be our engineers' engineers and love voiding warranties by taking things apart so we can rebuild them. We're always on call to keep our networks up and running, ensuring our users have the best and fastest experience possible.

The role: Manufacturing Current Product Engineer, Google Fiber - Mountain View

Google has one of the largest and most powerful computing infrastructures in the world. Your team is responsible for providing the manufacturing capability to deliver this state-of-the-art physical infrastructure. As a Manufacturing Engineer, you evaluate the product designs and create the processes, tools and procedures behind Google's powerful search technology. When vendors build parts for our infrastructure, you're right there alongside ensuring manufacturing processes are repeatable and controlled. You collaborate with Commodity Managers and Design Engineers to determine Google's infrastructure needs and product specifications. Your work ensures the various pieces of Google's infrastructure fit together perfectly and keep our systems humming along smoothly for a seamless user experience.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

As a Current Product Engineer, you are an integral part of the operations team. You will join the team that is responsible for readying Google's hardware for release to production. You will provide front line support for the Google Fiber hardware from production release through end of life. You are a Product Engineering expert with a proven track record of overcoming huge obstacles to launch new products. You will be responsible for supporting new products as the transition out of design and into high volume manufacturing. You will be the focal point for interactions between design engineers, quality engineers, test engineers, program managers and suppliers.

Responsibilities:

- Manage the manufacturing test plan and coordinate with Test and Design Engineering to establish new product test coverage goals and diagnostic requirements.
- Provide on-site support for pre-production builds at CM/ODM, including driving pre-production factory readiness, supporting product bring-up, providing training/TOI and gathering feedback on DfX and yield issues.
- Lead the effort to perform failure analysis on production and field failures. Support the Early Field Failure Analysis (EFFA) Program, working with the Quality Team to establish and run the process.
- Own set-up of aftermarket services. Monitor and trend product returns, initiate investigation of problem areas, root cause product failures and drive corrective action.
- Coordinate release of BOMs into the PDM system. Perform technical review of product changes throughout supply chain and in field, support qualification of alternate sources and release of ECOs, MCOs, FCOs.

Minimum qualifications:

- BS degree in Electrical Engineering or equivalent practical experience.
- 4 years of experience in Product Development or Product Engineering.
- Experience with BOM structures and PDM systems such as Windchill or Agile.

Preferred qualifications:

- MS in Electrical Engineering.
- 6 years of relevant work experience on consumer products, specifically set top boxes or other customer premise equipment.
- SQL and scripting experience.
- Experienced in working with ODM's, contract manufacturers and suppliers to drive root cause analysis, corrective actions and continuous process improvements.
- Successfully created and executed a Design Validation Test Plan on a complex electronic assembly.

Strategy and Operations Associate, Google Fiber

[Job created: 7/14/15; Job not posted internally or externally]

External Posting Title:

Strategy and Operations Associate, Google Fiber

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Strategy and Operations Associate, Google Fiber

The Access Operations Team uses Google's data-driven approach to provide critical business insight. In this role, you'll use analytics in order to ensure Google's goals are met in product areas across the company. You strive to help teams push strategic partnerships and new initiatives forward. Your work helps to knit together the highest-level company priorities with strong day-to-day operations, and help evolve early stage ideas into future-growth initiatives.

Additional Role Description:

The Strategy and business development team for Google Fiber is at the frontline of expansion efforts and responsible for strategic partnerships required to bring Google Fiber to new cities and communities. This team is looking for entrepreneurial minded individuals with a mix of program and business management backgrounds to address strategic issues and develop new models of scaling Google fiber.

The role combines strategy, go-to-market planning, day to day partner engagement and P&L support. You will work cross functionally with product management, engineering, marketing, finance, sales, and local city teams to develop this business. Candidates with a background in financial planning, biz ops or sales ops would be a good fit.

Responsibilities:

- Work cross functionally with marketing, sales, business development, product management, engineering, city teams and other teams in Google Fiber to define a plan and launch.
- Analyze and highlight cross functional issues across the entire service experience across product, marketing, sales, local teams on an ongoing basis.
- Support, coordinate and lead discussions alongside the deal team with potential partners.
- Engage peers at the partner to ensure appropriate exchange of business data and processes.
- Monitoring business health, including the generation of appropriate materials (presentations/dashboards) to drive business decisions.

Minimum qualifications:

- BA/BS degree or equivalent. Engineering degree and/or MBA preferred.
- 3+ years background in program or business management, strategy consulting, business development and related work experience.
- Experience of operating with cross-functional teams (product, networking, legal, finance, marketing).
- Strong analytical toolkit. Comfortable gathering and digesting data, performing competitive analysis, and generating business relevant insights at a rapid clip.

Preferred qualifications:

- Motivated by an entrepreneurial / start-up environment and willingness to get into the weeds.
- Ability to understand technology nuances.
- Ability to grasp regulatory frameworks and find creative solutions within them.
- High level of comfort escalating and presenting key deal issues to Google senior management when appropriate; solution-oriented mind-set a must.

NIU Program Manager, Google Fiber - Mountain View

[Job posted internally: 1/21/15; Job posted on Google site: 1/26/15; Job removed: 7/8/15]

[Job re-posted on Google site: 7/22/15; Job removed: 8/24/15]

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

External Posting Title:

NIU Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: NIU Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

The Network Interface Unit (NIU) Vendor Program Manager team is all about focusing on the user. You will be a professional, experienced, and driven vendor manager in the Fiber Deployment team. This role will require you to have strong relationships with internal stakeholders across multiple functions, and drive operational performance by managing a high performing vendor operations team, so that Google can get the best speed and efficiency in our last mile deployment of Google Fiber.

You will have experience in analytics, partner management, program management, operations, and/or other related areas. You will be a top performer and thought leader who will quickly adapt and respond to changes as well as internal initiatives, and someone who thrives in an ever-changing, fast-growing operational environment. You will have an operational savvy, a 'get it done' personality, the ability to make smart, independent decisions, ability to explore and execute innovative alternatives to the status quo, openness to taking direction from internal partners, and the willingness to manage deliverables across teams and priorities. Effective management of relationship with external partners is integral in ensuring continued service delivery and customer satisfaction.

Responsibilities:

- Manage the overall performance of operations vendor workforce in terms of quality, cost and delivery of service and ensure all aspects of vendor Service Level Agreements (SLAs) are consistently met (Backlog cost, utilization, etc). Create programs to evaluate vendor performance; organize and run review sessions with senior management and service providers, communicate vendor performance through insightful metrics to internal teams and senior management and lead regular business reviews and any vendor relationship management activities.
- Determine, communicate, and monitor NIU budgetary needs to the Fiber finance team. Provide one-off analyses and input in support of internal teams across all functions within Fiber.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Participate in workforce planning activities in coordination with internal teams. Work closely with various internal groups to understand business requirements, implement new processes, and contribute to ongoing process improvements.
- Support vendor selection, negotiations, and overall vendor operations strategy (e.g. creating request for proposals and evaluating vendor submissions and bids). Ensure problem resolutions are achieved without compromising the relationship with vendors and company customers.
- Evaluate and monitor contracts to ensure vendors comply with contractual terms and conditions. Maintain and review internal/external documentation.

Minimum qualifications:

- 4 years of program management or vendor management experience.

Preferred qualifications:

- BA/BS degree. PMP or PgMP certification.
- 2 years of relevant work experience managing large-scale and dynamic operational projects, with competing resources, priorities and changing workflows. Business process expertise.
- Understanding of national NIU vendor landscape and relationships or experience with existing vendors. Excellent analytical qualities to monitor/review vendors' financial and operational performances.
- Basic technical understanding of fiber-to-the-home construction or willingness to learn.
- Strong analytical and solution oriented background skills with great people skills. Strong analytical and structured problem solving capabilities.
- Exceptional leadership, management, communication and collaboration skills. Excellent presentation/communication skills to ensure vendors thoroughly understand their contractual requirements.

Market Development Manager - Google Fiber

[Job posted internally: 9/26/14; Job removed: no date provided]

External Posting Title:

Market Development Manager - Google Fiber

Company overview:

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The area: Sales Operations

Sales Operations is the global team that makes sure Google's complex and ever-evolving business runs smoothly. Experts in leading process improvements and consistency, team members are analytical and strategic with a pragmatic sense of how to get things done. They develop global initiatives and set high-level goals to improve productivity.

The role: Market Development Manager - Google Fiber

The Business Strategy & Operations organization provides business critical insights using analytics, ensures cross functional alignment of goals and execution, and helps teams drive strategic partnerships and new initiatives forward. We stay focused on aligning the highest-level company priorities with strong day-to-day operations, and help evolve early stage ideas into future-growth initiatives.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

Google Fiber is looking for a Market Development Manager in cities where we are looking to expand operations. The Market Development Manager will be responsible for defining the go to market plan for our MDU (apartment building), SMB (small businesses), and greenfields (new developments) lines of businesses.

You will be a member of an advance team who enters a region up to a year before we launch. A region will cover multiple cities. Your role will define a detailed, local focused go to market plan on how we should approach our MDU, SMB and new development business operations in each city. Specific responsibilities include:

Identify and establish key relationships in the real estate, property management and real estate development communities.

Understand the existing providers and business practices in the region.

Define nature of sales team required for Google Fiber to be successful in the market.

Evaluate competitive situation and formulate responses.

Define staffing model required to build a business in the city.

Identify pitfalls we will encounter and drive solutions to these issues. Create the necessary conditions so a sales team can be immediately productive when they are hired into a city.

You will be responsible for a region of the US (e.g. Southwest, West, South) based on where Google Fiber will expand operations.

You will be located in the region and spend significant time in the cities in the region.

You will work closely with the City, Growth, and Sales, and Sales Operations teams. However you should be comfortable working independently in a market as the "first person in."

Over time your role will transition to an operational role in a city or region executing on the go to market plans you defined.

Qualifications:

Experience in Business Development, Senior Sales Strategy and/or Sales leadership (you've actually sold something to someone else.)

Strong analytic and business skills

Experience with partner relationships

Responsibilities:

- Identify and establish key relationships in the real estate, property management and real estate development communities.

Minimum qualifications:

- DO NOT USE: This is a placeholder. If you don't see an MQ you need, click 'Find more minimum qualifications' in the drop-down. See <http://b/5945741> for more details.

Preferred qualifications:

No preferred qualifications.

Software Engineer, Tools and Infrastructure - Mountain View and San Francisco
[Job posted on Craigslist, Dice and Monster: 4/30/08; Job still active]

External Posting Title:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Software Engineer, Tools and Infrastructure - Mountain View and San Francisco

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Software Engineer, Tools and Infrastructure - Mountain View and San Francisco

A line of code can be many things - an amazing feature, a beautiful UI, a transformative algorithm. The faster this line of code reaches millions of users, the sooner it impacts their lives. As a Software Engineer, Tools and Infrastructure, you will be at the heart of Google's engineering process building software that empowers engineering teams to develop and deliver high quality products quickly. We are focused on solving the hardest, most interesting challenges of developing software at scale without sacrificing stability, quality, velocity or code health.

We ensure Google's success by partnering with engineering teams and developing scalable tools and infrastructure that help engineers develop, test, debug and release software quickly. We impact thousands of Googlers and billions of users by increasing the pace of product development and ensuring our products are thoroughly tested. We are champions for code health, testability, maintainability and best practices for development and testing.

Having access to all of Google's platforms and vast compute resources provides a unique opportunity to grow as an engineer. We typically work in small, nimble teams that collaborate on common problems across products and focus areas. As a result, the exposure to this broad set of problems provides diverse technical challenges as well as accelerated career growth.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Lead/contribute to engineering efforts from planning and organization to execution and delivery to solve complex engineering problems in tools and testing.
- Design and build advanced automated testing frameworks.
- Design and build tooling and infrastructure to help engineering teams measure and increase their velocity.
- Drive adoption of best practices in code health, testing, and maintainability.
- Analyze and decompose complex software systems and collaborate with and influence others to improve the overall design.

Minimum qualifications:

- BS in Computer Science or related technical field or equivalent practical experience.
- Relevant internship or work experience, including development and/or test automation experience.

Preferred qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Master's or PhD in Computer Science or related technical field.
- Extensive knowledge of Unix/Linux environments.
- Deep knowledge of Internet technologies.
- Excellent coding skills in C, C++, Java, or Python.
- Scripting skills in Python, Perl, Shell or another common language.

Product Marketing Manager, Engagement, Google Fiber - Mountain View [Job posted internally: 2/2/15; Job removed internally: no date provided]

External Posting Title:

Product Marketing Manager, Engagement, Google Fiber - Mountain View

Company overview:

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

The role: Product Marketing Manager, Engagement, Google Fiber - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

At Fiber we're committed to helping individuals, communities and businesses write the next chapter of the Internet. We believe that access to abundant, super-fast Internet will open up possibilities we cannot even imagine today. In this role, you will focus on introducing Google Fiber to communities throughout the US. You will develop and execute engagement marketing initiatives that allow us to create a lasting, positive impact on communities throughout the US.

Responsibilities:

- Build marketing programs that increase engagement with the Fiber brand and products across new and existing Fiber cities.
- Develop local marketing programs that span our brand, acquisitions, local, business and community efforts. These programs will introduce our brand and inspire people with the possibilities of super fast

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Internet. They will include everything from on-ground events to retail activations at Google and partner venues.

- Customize and/ or build retail engagement spaces and units at Google and partner venues. These will include store-in-store demos, mobile units and short-term pop-ups.
- Drive content programming for our Fiber Spaces across cities by building a content plan that tells the Fiber story of 'Why speed matters.' These will include partnerships across Google's business and consumer products.
- Inspire a team of creative and event agencies to do the best work of their careers and to build campaigns that are deeply integrated across online and offline platforms.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.

Preferred qualifications:

- Demonstrated ability to think strategically about complex issues, leading to thoughtful recommendations, action plans, and campaigns.
- Outstanding execution and problem solving skills, resourcefulness, and attention to detail
- Strong communications skills. Able to translate complex issues into simple/intuitive communications and stories.
- Ready to roll sleeves up and operate in a highly collaborative, fast-paced environment. Can work on multiple projects simultaneously in a dynamic and ambiguous environment.
- Strong track record of creating and executing engagement programs across offline and online platforms.

Program Manager, City Launch, Google Fiber - Mountain View

[Job created: 7/8/14; Job posted internally: 10/16/14; Job removed: no date provided]

External Posting Title:

Program Manager, City Launch, Google Fiber - Mountain View

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, City Launch, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

As a program manager on the Google Fiber City Operations team you will be responsible for helping to scale our expansion and ongoing operations processes. You will work with cross-functional teams to learn how processes work today and then drive the teams to discover optimized solutions to enable scale for future releases and ongoing support. Projects will include leading launches of new cities and/or optimizing individual operational challenges which feed into the releases.

Beyond having solid program and/or process delivery and general technical skills, you will have experience in problem solving, process optimization, operational scaling, and/or delivery of complex large-scale projects or processes. You are a top performer who will thrive in a very fast-paced and demanding environment. You have the ability to think critically, lead through intellect, perform hands-on delivery, and partner across a wide variety of functions at Google to drive change in a complex setting. Additionally, you will possess internal drive, a tenacious spirit, a collaborative method of working, and deep experience in delivering complex systems on time.

Responsibilities:

- Program manage the rollout of new and current locations. This includes working closely with cross-functional teams to create a project plan, coordinating across all these teams to drive key milestones to prepare for city launch, and owning the successful deployment of the project post-launch.
- Lead and/or contribute to the efforts to create operational scalability for the processes that are part of expansion into new locations.
- Lead analyses on process improvements to make recommendations for shortening or improving the project timeline.
- Create and document new internal processes, and identify new and available tools that would be useful to help scale the internal operations of the team.
- Create and contribute to program management infrastructure and processes (e.g. executive-level dashboards reporting on progress across all cities).

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in managing projects that span multiple teams.
- Experience working with cross functional teams.

Preferred qualifications:

- Experience in launching products/programs to multiple new cities simultaneously
- Comfortable with tools and automation and working in a highly cross-functional environment
- Ability to conceive of and accept responsibility for projects, then see them through to completion, work as an individual contributor, and contribute as part of a larger team.
- Ability to work with all cross-functional teams involved in expansion and ongoing-support projects.
- Deadline and detail oriented with outstanding organizational, prioritization, and multitasking skills.
- Flexible and able to think quickly, and possess excellent oral and written communication, interpersonal, and analytical skills.

Local Partner Manager, Google Fiber - Atlanta

[Job posted internally: 11/20/14; Job posted on Google site: 3/25/15; Job removed: 7/15/15]

External Posting Title:

Local Partner Manager, Google Fiber - Atlanta

Company overview:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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The area: Access - Fiber

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The role: Local Partner Manager, Google Fiber - Atlanta

With the Access Strategy and Operations team, you will define and run Access projects. You'll help us bring the transformative power of cloud computing, fiber-based and other technologies to markets and communities around the globe. As part of this team, you fully immerse yourself in data collection in order to draw insight from analysis. Then, armed with your findings, you zoom out to design and deliver strong, data-driven recommendations.

Additional Role Description:

The City Deployment Team is at the forefront of expansion efforts for Google Fiber. The team is responsible for managing the strategic partnerships and key relationships required to bring Fiber to new communities.

As a Local Partner Manager, you will be responsible for local, on-the-ground partnerships to establish Fiber in a given city, working with city government, utilities, private landowners and more. You will understand the agreements and relationships needed to bring Fiber to your market, and you will drive these agreements to completion. You will navigate ambiguity, support diverse initiatives and work well in a cross-functional team environment.

You will be a pioneer for Fiber and learn everything you can about how to help the business succeed locally, manage business relationships, make key strategic decisions and teach what you've learned. With your strong relationship development skills, you will run with this opportunity to make a huge difference in new Fiber communities.

Responsibilities:

- Negotiate local agreements with cities, transit agencies, and various private parties to enable fiber construction in the market. Handle early local community relationships (with NGOs, neighborhood/ community leaders, educational groups), on a reactive basis; Field and internally route all early sales requests.
- Manage key day-to-day working relationships with the local government, state, utilities and key businesses and organizations, alongside Public Affairs, community managers, construction teams, and Legal. Initial responsibilities will include facilitating the relationship with city staff handling the permitting process.
- Be the eyes and ears on the ground for the national Fiber team to inform Fiber's overall strategy and develop a strong connection between your office and the national Fiber team. Be the spokesperson for your office internally, surfacing issues and setting the right tone; Help train, onboard, and welcome new hires to Google and your local office.
- Communicate and collaborate with a broad range of internal constituents (Product team, Engineering, Marketing, Sales, Legal).

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Support the National City Deploy team by identifying and sometimes leading discussions with new potential partners. Help create and adapt new business agreements/models, including with governments, infrastructure owners, engineering companies, etc.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience operating within cross-functional teams (Product Management, Implementation, Legal, Finance, Marketing, etc.).
- Experience balancing priorities and managing several time-sensitive projects at once.
- Experience building strong in-market relationships with city and community leaders.

Preferred qualifications:

- Ability to understand engineering and technology nuances; Ability to grasp regulatory frameworks and find creative solutions within them.
- Global mindset and ability to think across disciplines, industries, cultures, and scenarios
- Strong organizational skills and attention to detail
- Motivated by an entrepreneurial/start-up environment; Demonstrated “roll up your sleeves”, can-do attitude.
- Excellent interpersonal and communication skills and the ability to formulate and articulate contractual, technical, financial and value points with partners and internal Google teams.

Strategy and Operations Program Manager, Google Fiber - Mountain View

[Job posted internally: 12/3/14; Job posted on Google site: 2/12/15; Job removed: 4/21/15]

External Posting Title:

Strategy and Operations Program Manager, Google Fiber - Mountain View

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The area: Access - Fiber

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The role: Strategy and Operations Program Manager, Google Fiber - Mountain View

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Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The role of the City Team is to build local teams and run the ongoing business in each market. You are looking for a new opportunity to work in a disruptive business. You are a problem solver who is interested in building and implementing programs at scale for distributed teams and offices. You value working in a highly cross-functional environment that requires you to get things done.

As a Program Manager, you will be part of a central Strategy and Operations function, building and supporting local Google Fiber teams. In this position, you will get to know our markets and identify and solve business issues before and after a team is on the ground. Your job will be to advise local City Teams, specifically the City Manager, with an eye towards making distributed teams successful. You will also partner with Google functions, like Staffing and Finance, to develop partnerships that support business needs. You will be one part strategic problem solver, one part program builder and executor, and one part relationship manager. This is a nuts to bolts role that will require you to address tactical issues with an eye towards prioritization, business strategy, and scale. The role requires an end-to-end understanding of the Google Fiber business, an in-depth view of building a distributed office, and a focus on smart problem solving.

Responsibilities:

- Be a liaison and escalation point for City Managers to start up and operate a Google Fiber team and office.
- Work cross-functionally with Business Development, City Launch, PR and other cross-functional teams to fully leverage broader resources for distributed locations.
- Work with central Google functions like REWS (Real Estate and Workplace Services) and Ethics and Compliance to define partnerships that enable and support the business.
- Identify, build, and implement national programs to drive local success post-launch.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in Operations or Consulting with core responsibilities of solving problems and developing and executing programs to deliver business results.
- Demonstrated experience in working with cross-functional teams and a variety of stakeholders.

Preferred qualifications:

- Master's degree or equivalent qualification with emphasis on business operations and strategy.
- Proven experience working with senior and cross-functional team members.
- Global mindset and ability to think across disciplines, industries, cultures, and scenarios.
- Excellent written and verbal communication, and organizational skills.

Program Manager, Google Fiber - Mountain View

[Job posted internally: 7/18/14; Job posted on Google site: 7/23/14; Job removed: 1/12/15]

External Posting Title:

Program Manager, Google Fiber - Mountain View

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Access - Fiber

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The role: Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

At Google, we work at lightning speed. The Fiber Business Systems team use Google technologies and 3rd party applications to build sound and sustainable technology solutions that will scale. The technology group is extremely adept at laying down architecture and is proficient at removing impediments and ensuring business continuity. With a focus on Fiber's bigger picture, this team will develop both strategic and tactical applications and systems using nimble teams and modern methodologies. The foundational systems built here will help shape Fiber operations for years to come.

As a Program Manager, you will work with internal and cross-functional teams and own requirements through entire implementation cycles. You will be a key contributor and help with analysis and requirements, development, user acceptance and release management for positive outcomes and ongoing improvements. As a strategic partner, you will work closely with Fiber business stakeholders and technology partners working at a high velocity with minimal supervision.

Responsibilities:

- Partner closely with internal business and engineering groups to define business processes and innovative enterprise-class apps and solutions.
- Build and own clear roadmaps, charters, backlogs for cross-functional and effective collaboration amongst key stakeholders and participants.
- Collaborate with business function leaders to plan and prioritize effectively using advanced techniques.
- Own requirements management of enterprise solutions (including data, system, integration, etc.) for several core enterprise systems.
- Contribute on project implementation cycles - requirements, systems configuration, test documentation/execution, change management, release, and training.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 7 years of experience in implementing and designing commercial-grade business applications.
- Experience with complete software development and delivery through - Analyze, Design, Build, Test, Implement, Release and Support - phases.
- Experience with domain and systems in one or more business areas such as Industrial, Construction, Corporate Real Estate, Financial, Healthcare, Human Resources.

Preferred qualifications:

- MA/MS degree.
- Significant experience with relational databases and SQL. General purpose scripting for data and functional analysis.
- Expertise in Database Configuration, Enterprise Workflow Development and Implementation, Conditional Expression Design, 3rd party Application Development tools.
- Solid understanding of Waterfall and Agile methodologies including practical experience.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Ability to deal with ambiguity and thrive in a rapidly changing business environment. Ability to learn a new business domain and build subject matter expertise in a short period.

Community Impact Program Manager, Google Fiber [Job posted internally: 6/30/15; Job removed internally: no date provided]

External Posting Title:

Community Impact Program Manager, Google Fiber

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Community Impact Program Manager, Google Fiber

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

Google Fiber is an exciting business with the goal of making the web faster and more affordable for more people. We're already working in a dozen cities, and we're just getting started. It's a fun time to be at Fiber, as we build a scalable business that reshapes the way people connect to the web.

Our Community Impact team drives the investments, programs, and partnerships that fulfill the promise that "Google Fiber is good for communities." We help to close the digital divide, build the technology capacity of nonprofit organizations, and support local initiatives that are aligned to other Google-wide social impact areas (eg STEM, entrepreneurship). Our team also educates and prepares residents and neighborhoods for a Fiber deployment. We have team members who are central (Program Managers), and team members who are local (Community Impact Managers) -- and we work hand-in-hand.

As a Program Manager, your work will be deeply cross-functional and collaborative: you may work with product managers, business analysts, researchers, philanthropists/funders, social entrepreneurs, nonprofit directors, and community leaders. So it's important that you're agile. You should also be: a generalist with a wide range of skills, known for your "get it done" attitude, and savvy about corporate social responsibility.

Responsibilities:

- Develop, launch, and program manage the next iterations of our key product investments: Digital Inclusion and Community Connections.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Drive and manage national partnerships, and develop ready-to-implement partnership/programming models that local Community Impact Managers can tailor/adopt for their cities.
- Support our local Community Impact Managers as they execute programs/partnerships -- creating scalable business processes, escalating cross-functional requests, and responding to requests for new resources.
- Identify new ways to measure the impact and tell the story of our work.
- Serve as a "first-in" Community Impact team rep as Fiber enters new cities - working quickly to identify and engage key nonprofits and community leaders with an eye on growing our team.

Minimum qualifications:

- 5+ years experience developing and executing strategic initiatives.
- Excellent project management skills -- data analysis, timelines, resource allocation, xfn communication.
- Professional (preferable) or significant volunteer experience in community outreach, nonprofit engagement, or grassroots organizing.
- Travel required, as this role will take you to exciting Fiber Cities.

Preferred qualifications:

- Demonstrated experience working in/with historically underserved communities -- namely low-income communities, communities of color, seniors, and/or the organizations that serve them.

MDU Engineering Coordinator, Google Fiber - Mountain View **[Job created: 10/6/14; Job not posted internally or externally]**

External Posting Title:

MDU Engineering Coordinator, Google Fiber - Mountain View

Company overview:

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Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access

The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: MDU Engineering Coordinator, Google Fiber - Mountain View

Google's products are known for their clean design, ensuring users can quickly and easily find what they're looking for. As an Engineering Designer, you leverage your strong technical background and understanding of "good" design to look for ways to streamline the user experience. You work closely with the product managers and development engineers throughout the entire production cycle. You design everything from high-level product flow to detailed UI mockups and then use your expert scripting skills to make your designs a reality.

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband. The MDU Design Engineer will participate in the creation of an MDU design

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

solution that involves advanced network design programs, innovative production sources and extreme design value. Come join the revolution!

Responsibilities:

- Responsible for field process that review & approve all MDU, SMB, & Institution designs to ensure all Google ISP & OSP specifications are being met; Establish and maintain value & cost engineering standards for all designs across markets
- Create, coordinate and manage all engineering GPN's with Google Supply Chain; Establish process for BOM and verification of labor & materials
- Responsible for establishing and managing process for data entry and coordination between GFiber OSP FMS team and Contractors for as-builts
- Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products. Assist with supplier performance and participate in supplier selection
- Assist with the development of design specifications for MDU/SMB/Institutions; Establish MDU design standards and ensure changes are communicated across all markets

Minimum qualifications:

- BA/BS degree in a technical field
- 10 years of industry experience and ability to develop the process flow to accelerate MDU design with incredible value
- Ability to work cross- functionally with the product & technical manager to ensure design standards
- Comfortable with Database Management & MDU Design

Preferred qualifications:

- Excellent problem solving skills
- High interpersonal skills
- Deadline and detail-oriented
- Flexible and able to think quickly
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills

Field Sales and Marketing Manager, Google Fiber - Provo [Job created: 2/19/15; Job not posted internally or externally]

External Posting Title:

Field Sales and Marketing Manager, Google Fiber - Provo

Company overview:

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Field Sales and Marketing Manager, Google Fiber - Provo

Reach for new revenue-generating heights as a Sales Googler. Businesses that partner with Google come in all shapes, sizes and market caps, and no one Google advertising solution works for all. Your knowledge of online media combined with your communication skills and analytical abilities shapes how new and existing business grow. You leverage your entrepreneurial drive to target, educate and persuade new customers to embrace Google's latest advertising products and technologies. Using your influencing and relationship-building skills, you provide Google-caliber client service, research and market analysis. You anticipate how decisions are made, understand the details of individual campaigns and persistently explore and uncover the business needs of your key clients. Working with them, you set the vision and the strategy for how their advertising can reach thousands of users.

Additional Role Description:

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds to the home. In April 2013, we announced our expansion of Google Fiber to the city of Provo, and soon we will begin in-home installs of our ultra-high speed network. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web!

As a Field Sales and Marketing Manager, you are a fully dedicated business leader. You will engage with local residents to connect both large-scale and hyperlocal advertising, sales, and field marketing efforts to market Google Fiber to customers. You will also work cross-functionally with other Google Fiber departments to help bring the brand vision to life across all customer touchpoints.

Responsibilities:

- Oversee field sales and marketing strategy including execution and budget
- Manage and report field sales and marketing metrics and coordinate the strategy and locations for mobile units
- Conduct presentations about Google Fiber and serve as a local media spokesperson
- Train and supervise a local contractor staff, including scheduling and payroll and manage the local vendor relationships
- Develop and build relationships with local organizations and community advocates and serve as a liaison for Google Fiber teams in Mountain View, New York, Kansas City, Austin and Provo

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience)
- Previous experience managing a hybrid team
- 5 years of related work experience in sales and field marketing

Preferred qualifications:

- Experience working in an agency environment and managing multiple clients and projects
- Knowledge and understanding of technology and Google products as well as Adobe Suite & Final Cut Pro experience

Manager, Technical Operations, Google Fiber - Mountain View

[Job posted internally: 3/13/14; Job removed: 3/18/14]

External Posting Title:

Manager, Technical Operations, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Google Access

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Manager, Technical Operations, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

You manage project teams that maintain and improve network operations, and you take the technical lead in operational reviews of network operations.

Additional Role Description:

The area: Network Engineering, Google Fiber

Google Fiber is an exciting business for Google, aimed at enabling next generation gigabit Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity to consumers and the Network Engineering team is responsible for architecting, designing and deploying the network and systems to deliver this service. We'd love for you to join us to help re-shape and revolutionize the way people think about and use their Internet connectivity.

The role: Manager, Technical Operations, Google Fiber

The Manager of Technical Operations will have responsibility for leading and managing the technical teams and components of the Google Fiber network. You will be responsible for the team that monitors and maintains the network and services while ensuring that the correct systems, processes and procedures exist to operate it at the highest level. You will be responsible for defining and reporting on operational metrics to insure the group is consistently maintaining a level of excellence. You will also be responsible for the Field Operations team in each market who perform network maintenance and repair activities. Your team is also responsible for managing the activities of vendors and contractors and you will be responsible for the administration of these contracts. You should have a good technical understanding of a complex service provider network and have a track record that matches our philosophy of leading by innovation. You should also be a highly motivated individual, one capable of handling stress and confusion while always evoking a team spirit and being a positive role model.

Responsibilities:

- Responsible for the 24x7 Network Operations Center ensuring that it has the appropriate systems, processes, procedures and resources.
- Define, maintain and report on operational metrics.
- Manage the Field Operations teams and activities including some deployment activities.
- Cooperate with other teams (Engineering, Product, Customer Service and Business Operations) to coordinate activities including product launches, network deployments and

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

problem resolution.

Minimum qualifications:

- BA/BS degree in EE/CS, engineering discipline or equivalent practical experience.
- 10 years of experience in network engineering and operations in a large-scale network service provider.

Preferred qualifications:

- MS/PhD degree.
- In-depth knowledge and operational experience in network service provider environments, including experience in leading cross-functional teams.
- Knowledge of existing industry standards, technologies, and operational norms with a focus on broadband access, optical and IP routing network technologies.

Front End Software Engineer - Mountain View

[Job posted on Google site, HotJobs, Dice, LinkedIn, and Monster: 6/3/08; Job still active]

External Posting Title:

Front End Software Engineer - Mountain View

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Front End Software Engineer - Mountain View

Google's software engineers develop the next-generation technologies that change how billions of users connect, explore, and interact with information and one another. Our products need to handle information at massive scale, and extend well beyond web search. We're looking for engineers who bring fresh ideas from all areas, including information retrieval, distributed computing, large-scale system design, networking and data storage, security, artificial intelligence, natural language processing, UI design and mobile; the list goes on and is growing every day. As a software engineer, you will work on a specific project critical to Google's needs with opportunities to switch teams and projects as you and our fast-paced business grow and evolve. We need our engineers to be versatile, display leadership qualities and be enthusiastic to tackle new problems across the full-stack as we continue to push technology forward.

With your technical expertise you manage individual projects priorities, deadlines and deliverables. You design, develop, test, deploy, maintain, and enhance software solutions.

Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Do you want to help Google build next-generation web applications like Gmail, Google Search, Google Maps, and Google+? As a Front End Software Engineer at Google, you will specialize in building responsive and elegant web applications that scale to millions of users in dozens of languages.

Responsibilities:

- Design and implement new user-facing features in Google's products.
- Build the libraries and frameworks that support large, complex web applications like Gmail, Google Search, and Google Maps.
- Optimize web applications to maximize speed and scale. Support diverse clients from high powered desktop computers to small footprint mobile devices.
- Write client-side code for web-based applications, create fast, easy-to-use, high volume production applications, and develop prototypes quickly.

Minimum qualifications:

- BS in Computer Science, related technical field or equivalent practical experience.
- Development experience in JavaScript, C++, or Python.
- Experience with HTML, CSS, and AJAX.
- Web application development experience.

Preferred qualifications:

- Master's or PhD in Computer Science or related technical field.
- Significant experience developing user-facing software.
- Experience engineering software systems of medium-to-large scope and complexity.
- Development experience designing object-oriented JavaScript.
- Knowledge of web libraries and frameworks such as AngularJS, Polymer, and Closure.
- Familiarity with the whole web stack, including protocols and web server optimization techniques. An understanding of the principles of accessibility and can build products that are accessible to users with disabilities.

Associate Product Marketing Manager - Mountain View

[Job posted internally: 3/19/14; Job posted on Google site: 3/20/14]

[Job re-posted on Google site: 10/23/14; Job removed: 10/29/14]

External Posting Title:

Associate Product Marketing Manager - Mountain View

Company overview:

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The area: Marketing

Know the user. Know the magic. Connect the two. At its core, marketing at Google starts with technology and ends with the user, bringing both together in unconventional ways. Our job is to demonstrate how Google's products solve the world's problems--from the everyday to the epic, from the mundane to the monumental. And we approach marketing in a way that only Google can--changing the game, redefining the medium, making the user the priority, and ultimately, letting the technology speak for itself.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The role: Associate Product Marketing Manager - Mountain View

As a Marketing manager, you are a fully dedicated business leader, shaping the future of one of our many Google products. Whether you're on a consumer product (like Gmail, Search, Maps, Chrome, Android) or a business product (AdWords, AdSense, DoubleClick, Analytics), you take part in a complete marketing experience as you lead every facet of the product's journey. From determining positioning, naming, competitive analysis, feature prioritization and external communications, you help shape the voice of the product and help it grow a loyal consumer base. This means you work with a cross-functional team across sales, corporate communications, legal, webmasters, product development, engineering and more. In this role, you'll be involved with product marketing strategy from beginning to end.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Be responsible for defining and executing go-to-market strategies and organizational coordination for new feature launches (Includes positioning, naming, external communications, competitive analysis, and feature prioritization.)
- Develop messaging, collateral, events, and strategies aimed at acquiring advertisers and publishers, increasing our engagement with them and measure the efficacy of such programs.
- Help Google better understand consumer and advertiser behavior to provide important feedback back into the product and strategic development cycle through quantitative methods, models and research.

Minimum qualifications:

- BA/BS degree or equivalent practical experience

Preferred qualifications:

- Ability to influence at all levels and work effectively across functions and geographies

SMB Program Manager, Google Fiber - Mountain View

[Job posted internally: 5/6/14; Job posted on Google site: 5/27/14; Job removed: 9/8/14]

External Posting Title:

SMB Program Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: SMB Program Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

At Google, we're always trying to provide our users with the fastest services possible. The Google SMB Operations program works to go the very last mile, providing fiber-optic Internet connections directly to SMB's to fundamentally change the way they do business. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast. This is a chance to get in on the ground floor and help build the infrastructure to deploy SMB Fiber.

Google is proud to boast a network that provides service to millions of Internet users around the world. The ISP team is responsible for managing, engineering, and constructing a network that will scale to small and medium businesses.

>br>

As the SMB Program Manager for Google Fiber you will own the delivery of high speed SMB internet. You will be marshall cross-functional resources to lead the implementation and execution of the plan to build and design SMBs integration into the wider Google Fiber Network. You'll leverage experience you've utilized in business to manage the schedule and process for a real-world network project. This involves implementing technical requirements for our contractors, ensuring we measure progress and quality, and help improve processes that are contractors use. You will work directly with Business Development to represent the real world complexity in a build and help shape the direction of an important business channel.

Responsibilities:

- Direct field processes that review and approve all SMB and Institution designs to ensure all Google technical specifications are being met. Design and maintain engineering standards for all SMB designs across markets.
- Create, coordinate and manage all engineering material GPN's with Google Supply Chain related to SMB physical layer solutions. Establish SMB design and construction standards, as well as ensure changes are communicated across the multiple metros Google Fiber is launched to.
- Responsible for establishing and managing process for progress reporting from the field and coordination between GFiber and Contractors
- Assist with managing supplier performance and participate in supplier selection. Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products.
- Manage and implement all standards for building codes, HIPPA requirements, Federal, Financial institution laws, liability caps for design and construction. Assistance with vendor contract amendment and SOWs as it permits to SMB work.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience managing large-scale projects, with competing resources and priorities.
- Experience implementing cross-functional projects to drive collaboration and deliver projects across teams.
- Experience working cross-functionally with the product and technical manager to ensure design standards.

Preferred qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Excellent problem solving skills.
- High interpersonal skills.
- Deadline and detail-oriented.
- Flexible and able to think quickly.
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills

Sr. Manager, Network Operations, Google Fiber - Mountain View [Job created: 2/8/15; Job not posted internally or externally]

External Posting Title:

Sr. Manager, Network Operations, Google Fiber - Mountain View

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Sr. Manager, Network Operations, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

The Director of Network Operations will have overall responsibility for leading and managing the technical operations of the Google Fiber network. You will be responsible for monitoring and maintaining the network and services while ensuring that the proper systems, processes and procedures exist to operate the network at the highest level. You will be responsible for the definition of and reporting on operational metrics to insure the group is consistently maintaining a level of excellence. You will also be responsible for the Field Operations team in each market that performs network maintenance and repair activities. Your responsibilities also include network deployment activities, including site preparation and equipment installation. You will be managing the activities of a number of vendors and contractors and will be responsible for the administration and performance of these contracts. You should have a good technical understanding of a complex service provider network and have a track record that matches our philosophy

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

of leading by innovation. You should also be a highly motivated individual, one capable of handling stress and confusion while always evoking a team spirit and a positive role model.

Responsibilities:

- Responsible for the 24x7 Network Operations Center ensuring that it has the appropriate systems, processes, procedures and resources.
- Define, maintain and report on operational metrics.
- Deploy automation and tools to improve NOC & Field Ops performance and effectiveness.
- Manage Field Operations teams and activities including network deployment activities.
- Cooperate with other teams (Engineering, Product, Customer Service and Business Operations) to coordinate activities including product launches, network deployments and problem resolution.

Minimum qualifications:

- BA or BS in EE/CE/CS. In lieu of degree, 10 years of equivalent experience.
- At least 15 years of experience in network engineering, operations and implementation roles in a large-scale network service provider.
- In-depth knowledge and operational experience in network service provider environments, including experience in leading cross-functional teams.
- Knowledge of existing industry standards, technologies, and operational norms with a focus on broadband access, optical and IP routing network technologies.

Preferred qualifications:

- M.S./Ph.D. degree a plus.

ISP Field Operations Manager, Google Fiber - Salt Lake City

[Job posted internally: 8/18/14; Job posted on Google site: 8/21/14; Job posted on Monster.com: 3/11/15; Job removed: 4/8/15]

External Posting Title:

ISP Field Operations Manager, Google Fiber - Salt Lake City

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Technical Infrastructure

Behind everything our users see online is the architecture built by the Technical Infrastructure team to keep it running. From developing and maintaining our data centers to building the next generation of Google platforms, we make Google's product portfolio possible. We're proud to be our engineers' engineers and love voiding warranties by taking things apart so we can rebuild them. We're always on call to keep our networks up and running, ensuring our users have the best and fastest experience possible.

The role: ISP Field Operations Manager, Google Fiber - Salt Lake City

Google works with thousands of strategic partners across the globe every day. The Global Infrastructure Commercial Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

commercial compliance between Google's data center and network operations and our global partners. As a member of the team, you proactively review existing and new contracts, permits, terms and obligations and collaborate with teams across the company to execute new deals and to refine and maintain contractual data. You coordinate with facilities, network operations, global negotiators, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. As Google continues to innovate and grow, you also work on special compliance projects with municipalities, government entities, mergers and acquisitions. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband.

Responsibilities:

- Manage the MDU Field Manager Teams to excel in the deployment of Google Fiber's MDU, Small and Medium Businesses (SMB), and Community Connection construction across multiple markets.
- Manage program budgets, scheduling, planning and contractor resource assignments to ensure timelines and costs are met across multiple markets.
- Establish scalable tracking systems across markets that monitor contractor performance including quality control, appropriate forecasting of building resources, billing against budget, and contract.
- Work with and communicate progress to internal stakeholders and ensure that projects are scoped properly and handed off seamlessly for network deployment. Including Google Fiber OSP/Sales/Business Strategy and Operations teams in coordinating all project activities, admin requirements, financial reporting, invoice approval, and material handling.
- Work with product suppliers and the Google Fiber supply chain to ensure material quantities are met and ensure everything meets Google Fiber design specifications.

Minimum qualifications:

- BA/BS degree or equivalent practical experience
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with MDU infrastructure
- 10 years of Program Management experience in the Telecommunications Industry
- Experience with creating scalable business tools and tracking systems, with Program Management with an emphasis on Multi-Dwelling or Commercial projects, and in managing programs across multiple markets with experience in quality assurance, schedule commitments, reporting, and troubleshooting.

Preferred qualifications:

- Contract and Program Management experience.
- Experience interpreting fiber test results and auditing projects for compliance with scopes of work. A deep understanding of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge/experience with project management tools. Knowledge of FTTH Infrastructure, MDU design, materials. An industry insider.
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills. Ability to conceive of and accept responsibility for projects and see them through to completion, must be able to work as individual contributor and to contribute as part of a larger team.
- Flexible and able to think quickly

Network Infrastructure Test Engineer, Google Fiber - Mountain View

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

[Job posted internally: 5/1/15; Job posted on Google site: 5/5/15; Job removed: 6/30/15]

External Posting Title:

Network Infrastructure Test Engineer, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Infrastructure Test Engineer, Google Fiber - Mountain View

Our computational challenges are so big and unique we can't just buy our hardware, we've got to make it ourselves. Our Platforms Team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Networking Test Engineer you make sure that our massive and growing network is operating at its peak potential. You have hands-on experience with complex networking equipment, a deep understanding of networking protocols, test design and implementation chops and a background in IP network design. It's your job to make sure Google's cutting-edge technology can perform at scale.

Additional Role Description:

As a Network Infrastructure Test Engineer you will be responsible for unit and integration testing of new network devices and management systems. You have hands-on experience with complex networking equipment, an understanding of networking protocols, test design and implementation chops and a background in IP network design.

You will work closely with the Network Engineering and Architecture teams to validate the planned testing and operations to ensure that their test needs are catered for. You also ensure that network operations are safe, efficient and reliable by monitoring network, coordinating maintenance, adjusting hardware components and responding to network connectivity issues.

Responsibilities:

- Design, develop, and execute test plans and infrastructure for networking features, equipment and system solutions.
- Support and lead implementation of Google's growing test network infrastructure.
- Work with other team members and groups to analyze requirements or potential problems and proactively develop solutions and policy recommendations.
- Lead test efforts for small-sized project from planning to execution and delivery.
- Handle escalated issues and work closely with the internal and external teams to resolve service issues.

Minimum qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- BS degree in Computer Science or related engineering field, or equivalent practical experience.
- 2 years of testing experience in networking area or an integrated environment.
- Experience with networking systems including TCP/IP, Ethernet, IPv4.
- Experience with support or execution of testing in multi-vendor environment.

Preferred qualifications:

- Network certifications such as JNCIS, JNCIE (or equivalent training/experience).
- Automation experience with frameworks, network platform and in scripting languages such as Python.
- Experience involving configuration, manual and automated testing using test platforms such as IXIA or Spirent.
- Hands-on experience deploying and operating a large enterprise network.
- Experience or familiarity with testing of service class routers and switches of IOS-XR or Junos based platforms.
- Network routing protocol troubleshooting skills involving BGP, OSPF, ISIS, MPLS as well as knowledge of TCP/IP, IPv6, PIM/IGMP, Multicast.

Technical Customer Solutions Specialist , Google Fiber - Mountain View
[Job posted internally: 10/24/14; Job posted on Google site: 10/29/14; Job removed: 1/13/15]
[Job re-posted on Google site: 1/26/15; Job removed: 4/20/15]

External Posting Title:

gTech Risk Assessment and Rapid Response Specialist - Mountain View

Company overview:

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The area: gTech (general)

The Google Technical Services team (known as gTech) provides technical expertise across all Google products to support our global Sales, Business Development and Partnerships teams. We fix any issues on behalf of customers and partners so that our sales teams can focus on what they do best. We collaborate closely with Google's engineering groups to create technical solutions that enable our sales organization to help our customers' businesses grow.

The role: gTech Risk Assessment and Rapid Response Specialist - Mountain View

Businesses that partner with Google come in all shapes, sizes and market caps, and no one Google advertising solution works for all. Your knowledge of online media combined with your communication skills and analytical abilities shapes how new and existing business grow. Using your influencing and relationship-building skills, you provide Google-caliber client service, research and market analysis. You anticipate how decisions are made, persistently explore and uncover the business needs of Google's key clients and understand how our range of product offerings can grow their business. Working with them, you set the vision and the strategy for how their advertising can reach thousands of users.

Additional Role Description:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. The Risk Assessment and Rapid Response (RARR) Specialist is responsible for the ongoing monitoring and mitigation of privacy and security risks related to gTech's vendors and respective product and service workflows. The RARR will establish ongoing working relationships with cross-functional and external partners, including but not limited to, gTech vertical leads, Security Operations, Privacy, Legal, Finance, Vendor Managers, etc. These partnerships will support not only in the understanding of current operations and associated risks, but will also be critical to the mitigation and remediation of identified privacy and security risks.

Responsibilities:

- Work with gTech Project Managers (PMs) to determine an ongoing physical site assessment plan for all existing vendors.
- Perform bi-annual background searches on existing vendors (as required by gTech PM team) and notify stakeholders of findings as they arise.
- Complete workflow assessments on all products and services spanning across gTech to identify, remediate and mitigate workflow gaps related to privacy and security.
- Investigate reported situation and determine whether a breach/incident has actually occurred.
- Communicate to Privacy, Security and/or all affected parties.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.

Preferred qualifications:

- BS degree in Computer Science or similar field.
- PCI QSA, CISA, CISSP, CRISC and CIPP and/or equivalent data security certification.
- 5 years of experience in support operations, with accountability for measurable output in a continuous improvement environment.
- Experience directly performing security, privacy, and/or risk assessments.
- Business process and project management expertise and strong analytical and structured problem solving capabilities.
- Exceptional leadership, management, communication and collaboration skills, as well as support operations experience in consumer, publisher, or advertiser support.

Director of Fiber Deployment - Mountain View

[Job created: 1/13/15; Job not posted internally or externally]

External Posting Title:

Director of Fiber Deployment - Mountain View

Company overview:

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The area: Access - Fiber

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Director of Fiber Deployment - Mountain View

With the Access Strategy and Operations team, you will define and run Access projects. You'll help us bring the transformative power of cloud computing, fiber-based and other technologies to markets and communities around the globe. As part of this team, you fully immerse yourself in data collection in order to draw insight from analysis. Then, armed with your findings, you zoom out to design and deliver strong, data-driven recommendations.

Additional Role Description:

As the Fiber Deployment Leader, you will help design and deliver on a strategy to expand and build out Google's fiber deployment efforts. You will be responsible for regional development and implementation, to develop a program plan, track progression and actions to successful operational state and provide relevant reporting metrics. You will build good relationships with fiber vendor representatives and local market team.

Responsibilities:

- Develop project proposal/plan to determine time frame, budget, processes for accomplishing project completion, technical requirements, and allotment of available resources for various phases of fiber deployment.
- Negotiate contracts with key vendors in targeted cities and supervise to ensure successful delivery of fiber deployment.
- Grow and develop the Fiber Deployment Team Nationwide while mapping out the vision for the organization.

Minimum qualifications:

- BA/BS degree in Engineering, Computer Science or Business or equivalent practical experience.
- Ability to manage day-to-day projects and team responsibilities and contribute to other projects/initiatives outside of area.
- Demonstrated ability to negotiate contracts from a business and technical/construction perspective for infrastructure.
- Extensive leadership background in a fiber or telecom construction related field.

Preferred qualifications:

- Recognized subject matter expert in at least one telecom/cablecom infrastructure/deployment area.

Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View

[Job posted internally: 10/30/14; Job posted on Google site: 11/4/14; Job removed 2/24/15]

[Job re-posted on Google site: 2/26/15; Job removed: 5/12/15]

External Posting Title:

Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

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The role: Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View

PLACEHOLDER JOB DESCRIPTION

Additional Role Description:

Want to be part of Google Fiber's expansion journey as we strive to set the bar for cutting edge customer experience and field services delivery?

At Google, data drives all of our decision-making. As an Analytics Specialist, you will use your analytical skills to help monitor and identify the Installation team's operational challenges and opportunities in the areas of vendor performance, operational process, workflow tools and service delivery. You will work with our Google and vendor teams to monitor operational health reports, partner with our business analysts to design, query and report on operational metrics and work with management to drive business insights. You will also work with the wider Install Operations team to define and measure the impact of initiatives to help them understand the outcome of their projects and business decisions.

Responsibilities:

- Work closely with Install Operations team to understand data needs, operational Service Level Agreements and monitoring/reporting tools. Be a core contributor to Install Operations team meetings, presenting data trends, insights and ideas back to the business.
- Work with Google Fiber Business Analyst partners to learn about and provide feedback on Google Fiber's data infrastructure including Data Warehousing, reporting and analytics platforms.
- Use fundamental analytical skills to solve a variety of problems pertaining to data mining, data display and root cause analysis.
- Investigate operational data trends and liaise with appropriate teams to resolve issues in a timely manner.
- Identify service opportunities and operational improvements to drive overall field service delivery and end customer experience efficiencies.

Minimum qualifications:

- BA/BS degree in Computer Science, Mathematics, Statistics, other similar quantitative field or equivalent practical experience.
- 4 years of relevant experience.
- Data extraction experience using SQL and other scripting languages.

Preferred qualifications:

- In-depth experience of commercial Business Intelligence (BI) tools or emerging BI technologies.
- Genuine excitement and passion for developing and analyzing large, complex data sets and converting them into the information/insights that drive business decisions at all levels of the organization.
- Ability to learn quickly, self motivate, problem solve and own multiple tasks simultaneously.
- Excellent business partnering and communication skills.

NIU Project Specialist, Google Fiber - Mountain View

[Job posted internally: 2/27/15; Job removed: 7/8/15]

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

External Posting Title:

NIU Project Specialist, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: NIU Project Specialist, Google Fiber - Mountain View

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

The NIU team is all about focusing on the user. You will be a professional, experienced, and driven project specialist on the Fiber Deployment team. Your job will require you to have strong relationships with internal stakeholders across multiple functions, and drive operational performance so that Google can get the best speed and efficiency in our last mile deployment of Google Fiber. You will have experience in analytics, partner management, project management, operations, and/or other related areas. You will be a top performer and thought leader who will quickly adapt and respond to changes as well as internal initiatives, and someone who thrives in an ever-changing, fast-growing operational environment. You will have an operational savvy, a 'get it done' personality, the ability to make smart, independent decisions, ability to explore and execute innovative alternatives to the status quo, openness to taking direction from internal partners, and the willingness to manage deliverables across teams and priorities.

Google Fiber is changing forever how city-wide networks are built. Nothing unusual for Google, we are creating the future. We are building the most effective FTTH inside/outside plant there is. We're a team of technologists, entrepreneurs and leaders with an eye for what's next. We draw talent from across Google to develop products and ideas that revolutionize the way people connect with information. Our network includes strategic vendors and contractors who support the best network out there. You will be a top performer who will quickly adapts and responds to industry changes as well as internal initiatives, and someone who thrives in an ever-changing, fast-growing technical environment. You will have operational savvy, a 'get it done' personality, the ability to make smart, independent decisions and the willingness to manage deliverables across teams/priorities.

Responsibilities:

- Create & Track new part numbers with our Product Data Management team. Responsible for management & upkeep of part numbers.
- Working with Customer Service, manage customer escalations & ensure timely resolution of complaints.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Work with internal teams & vendors to ensure ticketing processes are identified, documented, and followed as our build processes evolve.

- Retrieve required spec sheets from suppliers.

Monitor contractor deliverables at a national scale.

Manage and maintain NIU operation file management system.

Manage Google on boarding of vendors & vendor workers nationally.

Ensure best practices are being followed & take corrective action when necessary across regions

- Drive management reporting - NIU dashboards & system reports.

Track SOW & contracts expiration dates and initiate renewal process with responsible Last Mile team members & legal team.

Track forecast changes and communicate to all stakeholders and analyze impact.

Track invoice & consumption issues, investigate root cause & review with contractors & internal team to find long term solutions.

- Work with internal teams & contractors to resolve material shortage, material consumption & invoicing issues. Gather relevant data and prepare Quarterly Business Reviews for each contractor.

Work with Engineering to support ECN (Engineering Change) & usher changes to completion and communicate to broader audience/stakeholders.

Minimum qualifications:

- Minimum of 3+ years direct administrative experience in a fast paced high-tech industry.

- Knowledge of Project Management tools.

- Expectation of complete confidentiality on business matter; Commitment to continuous improvement and motivated 'can-do' attitude; able to achieve common goals.

Ability to work effectively, communicate clearly & collaborate cross-functionally with diverse range of people and job functions such as supply chain, engineering, account management, finance.

- Problem solving skills; Deadline and detail-oriented; Flexible and able to manage multiple priorities;

Adaptable to ever changing requirements; Excellent oral/written communication, and outstanding organizational and multitasking skills. Comfortable with gathering relevant data & presenting slides in front of an audience.

Preferred qualifications:

- BA/BS degree in a technical or administrative field.

- Knowledge of Oracle Primavera P6.

- Experience in Supply Chain Management Processes.

- Data analysis in terms of forecasts, materials, costs. Ability to work cross functionally and communicate process change management. Experience in streamlining processes.

Outside Plant (OSP) Technical Writer - Mountain View

[Job created: 6/1/15; Job not posted internally or externally]

External Posting Title:

Outside Plant (OSP) Technical Writer - Mountain View

Company overview:

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Technical Writer - Mountain View

Technical writers communicate complex information clearly, concisely and accurately, and without relying on jargon. As a technical writer, your role involves tasks such as writing conceptual overviews and procedures, reading and writing example code, or updating help center queries and FAQs. Technical writers play a big part at Google. They are a key link between engineers, marketing associates, developer advocates, as well as all the external users and developers, tying together many vital but disparate parts of the Google ecosystem.

Additional Role Description:

Google is always striving to innovate and our Fiber-to-the-Home (FTTH) program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art, high-profile program, look no further than the opportunity to frame the future of the Internet. As a member of the outside plant team, you will play a pivotal role in the engineering and design of FTTH infrastructure. You are an expert in the field of technical writing with an emphasis in outside plant engineering and construction. You will participate in the creation of a framework/set of technical documents, utilizing materials, innovative deployment techniques and extreme design value.

Responsibilities:

- Author, edit, organize, and index technical documents.
- Meet colleagues, vendors, and other stakeholders to discuss new technologies.
- Manage the organization and presentation of mission critical documents.
- Lead multi-stakeholder presentations and kick-off meetings.
- Manage vendors, and commission photographs and illustrations.

Minimum qualifications:

- BA/BS degree in Technical Communications, English or Communication or equivalent practical experience.
- 10 years of experience in an OSP engineering/construction role. FTTH engineering or construction experience.
- 5 years of experience writing technical manuals from engineering drawings, manufacturing and supplier data.
- Experience with external partner communications in the communications industry.

Preferred qualifications:

- Experience in design of experimental theory and/or statistical analysis.
- Experience developing intellectual property through patent filings.
- Expert level understanding of FTTH materials and deployment methods.
- A clear and concise writing style.

Web Developer - Mountain View or San Bruno

[Job posted internally: 3/27/15; Job posted on Google site: 4/1/15; Job removed: 7/22/15]

[Job re-posted on Google site: 7/28/15; Job is still active]

External Posting Title:

Web Developer - Mountain View or San Bruno

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Company overview:

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Web Developer - Mountain View or San Bruno

Google is known for its speed and clean design, and our websites must also be fast and clean. Our Webmaster team creates and maintain Google's web sites. As a Webmaster, you collaborate with Marketing and Engineering teams to create compelling, efficient and accessible web pages. You work independently on many projects, but also take directions from team members across the organization. The impact of your work is huge as millions of users traffic our websites every day.

You will use your experience to drive medium to large-sized tasks and projects (e.g. high profile product launch, multi-page dynamic forms, high-impact multi-language marketing campaigns) while exercising considerable independent judgment and discretion.

Additional Role Description:

As a Web Developer, you will be responsible for the creation of high quality, world-class web content for desktop and mobile devices. You will engineer front-end components that will present information in new, innovative and creative ways. Your work will require a focus on compatibility, accessibility and internationalization.

Your components should be modular, reusable and well documented to the benefit of the greater team. You will experiment with emerging technologies and discuss their merits with fellow team members.

Responsibilities:

- Architect, design, develop and maintain an innovative, engaging and informative website for a worldwide audience.
- Advise, collaborate with, and synthesize feedback from Marketing, Product and Engineering partners.
- Fulfill multiple project requests simultaneously while meeting tight deadlines.
- Push technology, challenge established thinking and discover new ways of approaching (and solving) a problem.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 4 years of experience developing websites and applications.
- HTML5, CSS3, JavaScript and Python development experience.
- Experience with mobile development, including responsive design; experience with content management systems.

Preferred qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- 7 years of experience developing clean, valid, and compatible websites and applications.
- Experience with WebGL and JavaScript libraries (e.g., Closure, AngularJS, Greensock) and Canvas/CSS animation.
- Experience with Google App Engine, Google Custom Search, and Google Analytics.
- Strong consistency and attention to detail.
- Fluency in one or more of the following: Java, C/C++.
- Excellent leadership, communication, project management, and organizational skills.

Extended Workforce Program Manager, Google Fiber - Mountain View, CA [Job posted internally: 2/3/15]

External Posting Title:

Extended Workforce Program Manager, Google Fiber - Mountain View, CA

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Extended Workforce Program Manager, Google Fiber - Mountain View, CA

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a program manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

As an Extended Workforce Program Manager in Google Fiber Supply Chain Operations, you will manage the Temporary, Vendor, Contractor (TVC) life cycle processes required to effectively onboard, offboard, and render productive the Google Fiber's TVC workforce. You will improve and develop the necessary processes and systems. Your responsibility will include the execution of these processes and the oversight of administrative personnel. You will leverage your experience in both operational and project roles focused on end-to-end process improvements.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Responsibilities:

- Manage Google Fiber's TVC life cycle processes and their execution. Lead cross-functional teams through end-to-end project lifecycle to implement new processes and systems for TVC management.
- Develop and enact Google Fiber-specific TVC policies.
- Measure process performance (via key performance indicators and other operational indicators) and improve that performance.
- Identify and implement operational improvements.
- Interface with internal customers, partner teams, and vendors.

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).

Preferred qualifications:

- MBA or MS in technical field.
- 5 years experience in project management. Previous experience implementing new tools and systems; Previous vendor management experience.
- Excellent leadership and facilitation skills; Previous experience leading cross-functional project teams.
- Excellent verbal and written communication skills. Strong analytical and problem solving skills.

Facilities Engineer, Google Fiber - Mountain View

Posted: 7/23/14

Removed: N/A - Still active

External Posting Title:

Facilities Engineer, Google Fiber - Mountain View

Company overview:

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Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Facilities Engineer, Google Fiber - Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Additional Role Description:

As a Facilities Engineer, you will be defining the standards for our installations, designing/building layout and site build packages, and governing teams of contractors responsible for site construction. You will rely strongly on your own field and industry experience to balance best practices with aggressive deadlines and design requirements.

You will work closely with members from the Network Deployment, Network Engineering, and Outside Plant teams, as well as external vendors including facility providers and contractors. In order to support Google Fiber's growth, you must thrive in a fast-paced environment with multiple concurrent projects.

Responsibilities:

- Survey, plan, and design space/power/telecom within colocation sites and inside-plant spaces.
- Evaluate and qualify datacom/telecom materials including cabinets, panels, PDUs, etc.
- Manage contractors and vendors performing facilities build-outs to deliver equipment-ready spaces.
- Define and improve facilities construction standards and best practices.

Minimum qualifications:

- Degree in relevant engineering field or equivalent practical experience.
- 3 years of experience designing/implementing deployments in data center environments, 3 years of experience managing technology projects with a 6 month durations or longer.
- Experience with networking fundamentals (TCP/IP, OSI model, etc).
- Experience with datacom/telecom, power, and cooling in a data center or computing environment, along with the driving standards (ITU, IEEE, EIA/TIA, NEC, ASHRAE, etc.).

Preferred qualifications:

- Familiarity/Experience with OSP installations and construction.
- Experience working with contractors and installers including drafting/defining RFPs and SOWs.
- Experience working for datacom/telecom manufacturers or distributors.
- Data center facilities management background (electrical, HVAC, etc.).

Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View

[Job posted internally: 2/17/15; Job posted on Google site: 2/20/15; Job still active]

External Posting Title:

Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View

Company overview:

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The area: Access - Fiber

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Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description:

Google Fiber is an exciting business for Google, aimed at enabling next generation Internet connectivity. The Google Fiber team is deploying a Fiber-to-the-Home network capable of delivering gigabit connectivity and enhanced TV products to consumers. The Network Operations Team is responsible for the design, deployment, and operation of the network equipment, facilities, and systems needed for this leading edge broadband project.

As a Network Engineer, Access, you will be a key part of the team for creating the Google Fiber access networks. Your responsibilities will include access network capacity forecasting, platform selection, and new platform integration. You have demonstrated skills in the design and operation fixed and wireless broadband access networks. Your skills will also be called on by the network test teams who will ask you to review their test plans prior to release. You learn quickly and adapt to changes.

Responsibilities:

- Develop network design from reference design stage to design completion. Improve network designs based on test results.
- Create and present network design summaries including methodology and rationale.
- Contribute to platform test requirements and test plan documentation.
- Assist with vendor equipment selection, including OLT, CPE, and other access platforms.
- Represent the Access team in cross team architecture and engineering release planning.

Minimum qualifications:

- BA/BS degree in EE/CS/CE or equivalent practical experience.
- 4 years of experience in an Internet service provider using fixed or wireless broadband access technologies.
- 4 years of experience creating detailed network design.
- Experience with fixed-access technologies like GPON, EPON, DSLAMs and Ethernet for Broadband Access. Experience with Broadband Forum TR-101 architectures.

Preferred qualifications:

- Network certifications such as CCNP/CCIE/JNCIS/ALU SRC/JNCIE.
- Experience with Wireless access technologies including 802.11x (Wi-Fi).
- Comprehensive understanding of the planning and commissioning of access network equipment. Network routing protocol troubleshooting skills in all of DHCP, RADIUS, BGP, OSPF, ISIS, and MPLS and knowledge of TCP/IP, IPv6, and Multicast.
- Detailed understanding of IEEE and ITU standards and implementations around FTTH technologies. Understanding of multicast and video transport.
- Understanding of MPLS and MEF service constructs including VLL (ELINE), VLPS (ELAN) and IP-VRF.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Network Solutions Test Engineer, Google Fiber - Mountain View

[Job posted internally: 4/22/14; Job posted on Google site: 4/27/15; Job removed: 8/25/15]

External Posting Title:

Network Solutions Test Engineer, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Network Solutions Test Engineer, Google Fiber - Mountain View

Our computational challenges are so big and unique we can't just buy our hardware, we've got to make it ourselves. Our Platforms Team designs and builds the hardware, software and networking technologies that power all of Google's services. As a Networking Test Engineer you make sure that our massive and growing network is operating at its peak potential. You have hands-on experience with complex networking equipment, a deep understanding of networking protocols, test design and implementation chops and a background in IP network design. It's your job to make sure Google's cutting-edge technology can perform at scale.

Additional Role Description:

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As a Network Solutions Test Engineer, you will work with the other network engineers, test engineers, product managers, program managers in ensuring that our next generation Fiber-to-the-Home (FTTH) network and applications are delivering the best possible service to our customers.

Responsibilities:

- Design, develop, and execute test plans for networking features, equipment, and system solutions.
- Work with network architecture team to certify new platforms or solutions.
- Work with development teams to verify network management system.
- Work with other Google groups and external suppliers to ensure a consistent test approach and a culture of continuous improvement.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- Sustain production network by reproducing issues and working with external suppliers on fixes.

Minimum qualifications:

- BS degree in Computer Science or related engineering field, or equivalent practical experience.
- 2 years of testing experience in networking area.
- Experience with standard L2/L3 protocols such as IGP, LACP, STP, RSTP, VRRP, 802.1x, etc.
- Experience in access networking protocols, 802.1ad, PIM/IGMP. Experience with networking systems including TCP/IP, Ethernet, IPv4 and IPv6.

Preferred qualifications:

- Network Automation experience in development framework, network platform, software testing and in scripting languages such as Python.
- Experience or familiarity with testing and automation of IOS-XR or Junos based platforms.
- Experience with end-to-end system testing.
- Experience involving manual and automated testing using test platforms such as IXIA or Spirent.
- Experience in Linux, C/C++ and scripting skills.
- Knowledge of Service Provider Networks and Protocols such as BGP, ISIS, RSVP, LDP, MPLS, L3VPN, L2VPN etc.

Database Analyst, Google Fiber Sales Operations

[Job posted internally: 4/22/15; Job posted on Google site 4/27/15; Job removed: 7/10/15]

External Posting Title:

Database Analyst, Google Fiber Sales Operations - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Database Analyst, Google Fiber Sales Operations - Mountain View

The Access Operations Team uses Google's data-driven approach to provide critical business insight. In this role, you'll use analytics in order to ensure Google's goals are met in product areas across the company. You strive to help teams push strategic partnerships and new initiatives forward. Your work helps to knit together the highest-level company priorities with strong day-to-day operations, and help evolve early stage ideas into future-growth initiatives.

Additional Role Description:

The Google Fiber Sales Operations team enables Google Fiber to acquire inventory and subscribers at scale through data acquisition, tools and dashboards, sales optimization, and actionable analysis.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

In this role, you will be involved in the design and execution of Fiber's sales data infrastructure. You will structure data from multiple sources to create a comprehensive view of businesses, properties, sales performance, and markets. This informs business and product decisions across sales and marketing in Google Fiber, which is essential for growing Google Fiber businesses at scale.

You will be working closely with engineering teams on data normalization, integration between data platforms, improving data process and developing strategies on data privacy control. Using your technical skills and business acumen, you'll build tools to automate reporting and dashboards so business partners can quickly and accurately see how sales are performing. You'll be involved from project inception to report design through to data delivery, ensuring that your reports are delivering high-quality and relevant data so that our business can grow intelligently.

Responsibilities:

- Build infrastructure and implement maintenance strategy for internal datasets.
- Work with relevant stakeholders to deliver appropriate BI, data warehousing, reporting and analytical infrastructure required to support management teams and analysts.
- Prioritize and communicate user needs, make recommendations and drive implementation for product or process changes.
- Work with large data sets, automate data extraction, build monitoring/reporting dashboards and high value, automated BI solutions (data warehousing and visualization).
- Design, develop and establish Key Performance Indicators (KPIs) to monitor the health of database assets and the performance of internal operations, providing analysis and strategic insights to drive growth and performance.

Minimum qualifications:

- BS degree in Computer Science or related technical field, or equivalent practical experience.
- Experience in programming (Unix, Shell scripting, Python, Java, C++ or C#, etc.) and automation experience (e.g. scheduled tasks, cron jobs).
- Experience with relational databases and database design best practices
- Experience in agile development and rapid prototyping.

Preferred qualifications:

- Master's degree in Computer Science or related technical field.
- Experience with Salesforce.com and/or databases feeds from external market providers and their overlay onto internal data warehouse. Experience with MapReduce, Hadoop or NoSQL technologies.
- Strong understanding of Business Intelligence (BI) technologies and their application, including database warehousing and dashboarding experience.
- Successful track record of working with databases in the support of sales and marketing activities. A proven record of managing project plans and collaborating across geographies and functions.
- Ability to work in a fast-paced, constantly evolving team environment. Passion for Google Fiber, geospatial analysis and mapping.
- Strong SQL-based skills application development and ETL skills (database creation, optimization, data feed productionization, etc).

Strategic CM/ODM/OEM Manager, Google Access - Mountain View

[Job posted internally: 7/28/14; Job posted on Google site: 7/31/14; Job removed: 2/18/15]

External Posting Title:

Strategic CM/ODM/OEM Manager, Google Access - Mountain View

Company overview:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

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The area: Engineering & Operations

Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

The role: Strategic CM/ODM/OEM Manager, Google Access - Mountain View

Commodity Managers work with Engineering teams to make sure Google has the supplies and equipment to put into production the innovative products coming from our Engineering teams. As a Commodity Manager, you use your wide industry knowledge and strategic supplier relationships to optimize our total cost of ownership for our global -- and growing -- infrastructure. The scale at which Google operates means that savings on just one piece of hardware can have a huge impact on Google's bottom line.

Additional Role Description:

As a contract manufacturing (CM) expert, you will be responsible for the contract manufacturing strategy and execution that supports production of one of the largest compute platforms in the world. You will work closely with contract manufacturers, Outsourced Design Manufacturers (ODM), OEMs, engineering, NPI, quality and operations partners to ensure supply continuity with optimal cost and quality. You will also drive the evolution of tools, systems, and processes that enable greater operational efficiency, accuracy, and utilization of assets.

Responsibilities:

- Develop and maintain contract manufacturing/design development strategy and partner relationships.
- Collaborate with internal cross-functional teams to determine manufacturing requirements. Drive contract manufacturer capability and capacity to enable on-time and predictable delivery of material to all points of consumption.
- Manage schedule, capacity, supply chain flexibility, quality issues and new product updates. Communicate status and risks to management.
- Negotiate services and pricing. Negotiate master service agreements and statements of work.
- Measure partner performance and drive continuous improvement with regular business reviews. Identify and champion process improvements in support of new contract manufacturing requirements.

Minimum qualifications:

- BA/BS degree in Business with emphasis in Operations, Finance or equivalent practical experience.
- 7 years of work experience in supply chain operations/manufacturing.
- Experience working across multiple levels of an organization.

Preferred qualifications:

- Excellent program management skills with keen attention to detail.
- Excellent verbal and written communication skills.

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View

[Job created: 7/30/15; Job not posted internally or externally]

External Posting Title:

Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View

Company overview:

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The area: Access - Fiber

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The role: Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description:

As an Associate Construction Manager for the Outside Plant (OSP) Build team, you will be responsible for ensuring that the construction of the Google Fiber Network meets all design and quality standards while simultaneously resolving field issues as they arise. You will be managing the execution of organizational projects to ensure timely completion of a quality network. You will become an expert in our plans for deployment with detailed knowledge of our constantly evolving schedule and deployment techniques, and you will provide both specific and broader solutions for improvement.

Responsibilities:

- Review engineering designs to validate cost effectiveness and recommend further value engineering when necessary. In addition, analyze schedule and cost data using logic and reason to make sound decisions/recommendations.
- Develop and prepare project documentation, improve processes, maintain web pages and track reports to communicate details of Google Fiber project requirements and production.
- Create metrics for tracking contractor performance and provide feedback.
- Find creative but compliant solutions to engineering issues found during the course of the project.
- Manage large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams.

Minimum qualifications:

Attachment 1: Google Fiber Inc. Roles Announced - Year Ended September 30, 2015

- BA/BS degree in Construction Management, Engineering, Telecommunications or closely related field or equivalent practical experience.
- Experience in working collaboratively on cross-functional, and collaborative teams.
- Willingness to relocate for future assignments.

Preferred qualifications:

- Advanced degree (e.g., Master's degree).
- Customer facing experience.
- Experience managing large-scale projects and initiatives from start to finish with proven success.
- Experience in construction management, engineering, or related field.

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Offer Accepted Date	Job title	Recruitment Source
9/16/2014	Intern Conversion - Associate Product Manager, 2015 Start - North America	Intern Conversion
4/3/2015	Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View	Temp/Vendor/Contractor Conversion
9/8/2015	Enterprise Applications Developer, Google Fiber - Mountain View	Google Jobs Site
6/26/2015	Software Engineer - Mountain View	Google Jobs Site
12/6/2014	Knowledge Base Specialist, Google Fiber - Mountain View	Google Jobs Site
3/10/2015	Network Operations Center (NOC) Engineer I, Google Fiber - Mountain View	Google Jobs Site
12/4/2014	Software Engineer - Mountain View	Google Jobs Site
6/15/2015	Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View	Google Jobs Site
9/8/2015	Product Manager - Mountain View	Google Jobs Site
4/7/2015	Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose	Google Jobs Site
12/4/2014	Product Manager, MBA University Graduate 2015 - North America	Google Jobs Site
8/24/2015	Program Manager, Controls, Google Fiber - Mountain View	Google Jobs Site
9/22/2014	Program Manager, Google Fiber - Mountain View	Google Jobs Site
9/1/2014	Manager, Technical Operations, Google Fiber - Mountain View	Google Jobs Site
9/2/2014	SMB Program Manager, Google Fiber - Mountain View	Google Jobs Site
7/1/2015	Program Manager, Controls, Google Fiber - Mountain View	Google Jobs Site
3/21/2015	Technical Writer, User Documentation - New York or San Francisco	Google Jobs Site
3/26/2015	Software Engineer - Mountain View	Google Jobs Site
5/28/2015	Facilities Engineer, Google Fiber - Mountain View	Google Jobs Site
12/5/2014	Program Manager, Network Operations - Mountain View, Thornton or Cambridge	Google Jobs Site
3/13/2015	Technical Customer Solutions Specialist , Google Fiber - Mountain View	Google Jobs Site
8/27/2015	Software Engineer - University Graduate - Mountain View 2015 start	Indeed
10/30/2014	Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View	Indeed
11/24/2014	Network Operations Center (NOC) Technician, Google Fiber - Mountain View	Indeed
3/12/2015	Network Operations Engineer, Google Fiber - Mountain View	Indeed
4/24/2015	OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto	Indeed
9/25/2015	Outside Plant (OSP) Project Manager, Google Fiber - San Jose	LinkedIn
10/24/2014	Supply Chain Analyst, Google Fiber - Mountain View	LinkedIn
12/1/2014	Network Operations Center (NOC) Technician, Google Fiber - Mountain View	LinkedIn
4/21/2015	Customer Operations Specialist, Reporting, Google Fiber - Mountain View	LinkedIn
3/18/2015	Internal Transfer - PgM	LinkedIn
7/17/2015	Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View	LinkedIn
4/28/2015	Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View	LinkedIn
12/4/2014	Optical Transport Engineer, Google Fiber - Mountain View	LinkedIn
1/21/2015	Experience Specialist, Google Fiber - Mountain View	LinkedIn
8/19/2015	Build Labs Engineer, Google Fiber - Mountain View	LinkedIn
4/27/2015	Brand Marketing Communications Manager, Google Fiber - Mountain View	LinkedIn
11/5/2014	ISP Regional Manager, Google Fiber - Mountain View	LinkedIn
5/14/2015	Internal Transfer - Network Engineer	LinkedIn
11/4/2014	MDU Engineering Coordinator, Google Fiber - Mountain View	LinkedIn
9/2/2015	Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View	LinkedIn
8/13/2015	Program Manager, Product Data Management (PDM), Google Fiber - Mountain View	Google Jobs Site
12/12/2014	Customer Experience Specialist, Google Fiber - Mountain View	Google Jobs Site
12/3/2014	Document Controls Program Manager, Google Fiber - Mountain View	Employee Referral
8/11/2015	Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View	Employee Referral
9/28/2014	Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View	Employee Referral
5/20/2015	Technical Program Manager, Software, Google Fiber - Mountain View	Employee Referral
12/2/2014	Business Analyst - Build Operations, Google Fiber - Mountain View	Employee Referral
12/5/2014	Photonic Test Engineer, Platform, Google Fiber - Mountain View	Employee Referral
6/10/2015	Software Engineer - Mountain View	Employee Referral
2/18/2015	Product Manager - Mountain View	Employee Referral
4/6/2015	Network Engineer, Google Fiber - Mountain View	Employee Referral
9/1/2015	Technical Program Manager, Platforms, Google Fiber - Mountain View	Employee Referral

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Offer Accepted Date	Job title	Recruitment Source
5/7/2015	Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View	Employee Referral
12/3/2014	Network Operations Center (NOC) Analyst, Google Fiber - Mountain View	Employee Referral
11/19/2014	Network Operations Center (NOC) Technician, Google Fiber - Mountain View	Employee Referral
4/3/2015	Software Engineer, University Graduate, YouTube - San Bruno 2016 start	Employee Referral
9/27/2014	Software Engineer - Mountain View	Employee Referral
10/2/2014	Wi-Fi Operations Engineer, Network Operations - Mountain View	Employee Referral
1/20/2015	Administrative Business Partner - Mountain View	Employee Referral
5/1/2015	Business Analyst - Build Operations, Google Fiber - Mountain View	Employee Referral
11/2/2014	Business Intelligence Analyst, Google Fiber - Mountain View	Employee Referral
2/17/2015	Network Engineer, Google Fiber - Mountain View	Employee Referral
1/26/2015	Software Engineer, University Graduate - Beijing/Shanghai - 2015 Start	Employee Referral
10/14/2014	Engineering Leadership - UX - Mountain View	Employee Referral
4/24/2015	Financial Systems, Program Manager, Google Fiber - Mountain View	Employee Referral
4/13/2015	Program Manager, Product Data Management (PDM), Google Fiber - Mountain View	Employee Referral
8/11/2015	Wireless Test Engineer, Google Fiber - Mountain View	Employee Referral
7/28/2015	Network Operations Business/Planning Analyst, Google Fiber - Mountain View	Employee Referral
9/1/2014	Aftermarket Operations Manager, Google Fiber - Mountain View	Employee Referral
8/19/2015	System Verification Engineer, Google Fiber - Mountain View	Employee Referral
9/11/2014	Product Specialist, Google Fiber - Mountain View	Employee Referral
6/29/2015	Software Engineer - PhD - University Graduate - Mountain View 2015 start	Employee Referral
9/23/2015	Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View	Employee Referral
9/30/2014	Primavera Program Manager, Google Fiber - Mountain View	Employee Referral
10/27/2014	Business Analyst - Build Operations, Google Fiber - Mountain View	Employee Referral
6/1/2015	Software Engineer - PhD - University Graduate - Mountain View 2015 start	Employee Referral
9/11/2014	Network Operations Center (NOC) Technician, Google Fiber - Mountain View	Employee Referral
2/17/2015	Manufacturing Current Product Engineer, Google Fiber - Mountain View	Employee Referral
9/8/2015	Strategy and Operations Associate, Google Fiber	Employee Referral
1/19/2015	Program Manager, Product Data Management (PDM), Google Fiber - Mountain View	Employee Referral
12/12/2014	Software Engineer - University Graduate - Mountain View 2015 start	Employee Referral
12/3/2014	Associate Product Marketing Manager - Mountain View	Employee Referral
12/5/2014	Network Operations Center (NOC) Technician, Google Fiber - Mountain View	Employee Referral
10/1/2014	Product Marketing Manager, Google Fiber - Mountain View	Employee Referral
8/20/2015	Build Labs Engineer, Google Fiber - Mountain View	Employee Referral
6/29/2015	Network Infrastructure Test Engineer, Google Fiber - Mountain View	Employee Referral
9/2/2015	Network Solutions Test Engineer, Google Fiber - Mountain View	Employee Referral
7/13/2015	Database Analyst, Google Fiber Sales Operations	Employee Referral
10/5/2014	Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View	Employee Referral
9/10/2015	Network Solutions Test Engineer, Google Fiber - Mountain View	Employee Referral
3/29/2015	Software Engineer - Mountain View	Employee Referral
12/12/2014	Software Engineer - Mountain View	Employee Referral
3/18/2015	Internal Transfer - Network Engineer	Employee Referral
6/25/2015	Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View	Employee Referral
3/27/2015	Technical Customer Solutions Specialist , Google Fiber - Mountain View	Employee Referral
3/27/2015	Director of Fiber Deployment - Mountain View	Employee Referral
7/9/2015	Software Engineer - Mountain View	Employee Referral
2/2/2015	Software Engineer - Mountain View	Employee Referral

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Offer Accepted Date	Job title	Recruitment Source
1/20/2015	CPE Operations Engineer, Google Fiber - Mountain View	LinkedIn
8/20/2015	Interaction Designer - Mountain View, San Bruno or San Francisco	LinkedIn
1/16/2015	Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View	LinkedIn
11/26/2014	Customer Experience Manager, Google Fiber - Mountain View	LinkedIn
9/11/2015	Software Engineer - Mountain View	LinkedIn
11/10/2014	Technical Solutions Specialist, Google Fiber - Mountain View	LinkedIn
7/14/2015	Outside Plant (OSP) Project Manager, Google Fiber, Salt Lake City	LinkedIn
11/20/2014	MDU Specialist, Google Fiber - Mountain View	LinkedIn
6/29/2015	Product Marketing Manager, Google Fiber - Mountain View	LinkedIn
7/17/2015	Communications Specialist, Google Fiber - Mountain View	LinkedIn
1/20/2015	Senior Business Intelligence Strategist, Google Fiber - Mountain View	LinkedIn
12/4/2014	Technical Program Manager, Network Engineering, Google Fiber - Mountain View	LinkedIn
7/1/2015	Release Engineer - Mountain View	LinkedIn
7/30/2015	Last Mile Partner Contracts Manager, Google Fiber - Mountain View	LinkedIn
9/19/2014	Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View	LinkedIn
2/2/2015	Software Engineer - Mountain View	LinkedIn
4/7/2015	Front End Software Engineer - Mountain View	LinkedIn
5/26/2015	Internal geo transfer - MTV	LinkedIn
9/14/2015	Internal Transfer - SWE Manager	Sourced External System
9/18/2015	City Engagement Manager, Google Fiber - Mountain View or New York	Sourced External System
10/8/2014	Business Analyst, Google Fiber City Team - Mountain View	Sourced External System
4/27/2015	Internal Transfer - SWE	Sourced External System
2/4/2015	Hardware Testing Engineer, Lab - Mountain View	Sourced External System
10/10/2014	Systems Operations Engineer, Google Fiber - Mountain View	Sourced Research List
11/17/2014	Software Engineer - Mountain View	Sourced Research List
12/8/2014	Technical Program Manager/Program Manager, Google Fiber - Mountain View	Sourced Research List
10/12/2014	Software Engineer - Mountain View	Sourced Research List
8/4/2015	Internal Transfer - TPM	Google Internal Hiring
9/21/2015	Internal Transfer - SWE	Google Internal Hiring
12/11/2014	Training Manager, Google Fiber - Mountain View	Google Internal Hiring
9/9/2015	Market Development Manager, Google Fiber, Mountain View/San Francisco	Google Internal Hiring
12/18/2014	City Engagement Manager, Google Fiber - Mountain View or New York	Google Internal Hiring
4/6/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
3/12/2015	Intern Conversion - Software Engineer - Mountain View - 2015 Start	Google Internal Hiring
7/16/2015	Commercial Contracts Manager, Google Fiber	Google Internal Hiring
5/13/2015	Network Deployment Planner, Google Fiber - Mountain View	Google Internal Hiring
10/24/2014	Software Engineer, University Graduate - Beijing/Shanghai - 2015 Start	Google Internal Hiring
1/28/2015	Internal Transfer - PgM	Google Internal Hiring
2/6/2015	Consumer Operations Associate, Google Fiber	Google Internal Hiring
4/16/2015	Internal Transfer - Eng non-SWE	Google Internal Hiring
9/8/2014	Program Manager, Controls, Google Fiber - Mountain View	Google Internal Hiring
6/5/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
10/28/2014	Primavera Program Manager, Google Fiber - Mountain View	Google Internal Hiring
2/20/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
1/20/2015	Installation Operations Specialist, Editorial, Google Fiber - Mountain View	Google Internal Hiring
8/13/2015	Internal Transfer - TPM	Google Internal Hiring
9/9/2015	Strategy and Operations Associate, Google Fiber	Google Internal Hiring
2/27/2015	NIU Program Manager, Google Fiber - Mountain View	Google Internal Hiring
1/15/2015	Market Development Manager - Google Fiber	Google Internal Hiring
8/14/2015	Software Engineer, Tools and Infrastructure - Mountain View and San Francisco	Google Internal Hiring
4/29/2015	Program Manager, City Launch, Google Fiber - Mountain View	Google Internal Hiring

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Offer Accepted Date	Job title	Recruitment Source
12/8/2014	ISP Construction Specialist, Google Fiber - Mountain View	Google Internal Hiring
1/22/2015	Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View	Google Internal Hiring
6/11/2015	Internal Transfer - PgM	Google Internal Hiring
7/31/2015	National Service Center Manager, Google Fiber, Mountain View	Google Internal Hiring
1/27/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
8/17/2015	Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View	Google Internal Hiring
12/3/2014	Program Manager, Controls, Google Fiber - Mountain View	Google Internal Hiring
4/29/2015	Business Analyst - Build Operations, Google Fiber - Mountain View	Google Internal Hiring
11/21/2014	Software Engineer - University Graduate - Mountain View 2015 start	Google Internal Hiring
5/20/2015	Internal geo transfer - MTV	Google Internal Hiring
12/12/2014	Customer Experience Specialist, Google Fiber - Mountain View	Google Internal Hiring
6/8/2015	Internal Transfer - PgM	Google Internal Hiring
8/4/2015	Internal geo transfer - MTV	Google Internal Hiring
3/3/2015	Outside Plant (OSP) Project Manager, Google Fiber - San Jose	Google Internal Hiring
11/26/2014	2014 Graduate Intern Conversion - Global Business	Google Internal Hiring
9/15/2014	MDU Field Engineer, Google Fiber - Mountain View	Google Internal Hiring
11/25/2014	Internal Transfer - SWE	Google Internal Hiring
8/7/2015	Product Marketing Manager - Digital Marketing, Google Fiber - Mountain View	Google Internal Hiring
11/5/2014	Manufacturing Test Engineer, Google Fiber - Mountain View	Google Internal Hiring
9/23/2015	Program Manager, City Launch Team, Google Fiber - Mountain View	Google Internal Hiring
7/6/2015	Software Engineer - Mountain View	Google Internal Hiring
5/25/2015	Enterprise Applications Developer, Google Fiber - Mountain View	Google Internal Hiring
5/22/2015	Software Engineer - Mountain View	Google Internal Hiring
6/29/2015	Network Test Engineer, Test & Test Infrastructure, Google Fiber - Mountain View	Google Internal Hiring
6/8/2015	Internal geo transfer - MTV	Google Internal Hiring
12/8/2014	Outside Plant (OSP) Metro Project Manager, Google Fiber - Phoenix	Google Internal Hiring
6/2/2015	Internal Transfer - PgM	Google Internal Hiring
2/26/2015	Administrative Business Partner - Mountain View	Google Internal Hiring
1/5/2015	Network Operations Engineer, Google Fiber - Mountain View	Google Internal Hiring
9/18/2015	Deployment Training Program Manager, Google Fiber	Google Internal Hiring
6/21/2015	Software Engineer, Tools and Infrastructure - Mountain View and San Francisco	Google Internal Hiring
12/11/2014	Quality Experience Specialist, Google Fiber - Mountain View	Google Internal Hiring
7/7/2015	Director, Google Fiber Business Org	Google Internal Hiring
10/13/2014	NOC Shift Lead, Google Fiber - Mountain View	Google Internal Hiring
7/29/2015	Network Operations Center (NOC) Engineer I, Google Fiber - Mountain View	Google Internal Hiring
3/5/2015	Local Partner Manager, Google Fiber - Atlanta	Google Internal Hiring
7/6/2015	Program Manager - Mountain View	Google Internal Hiring
6/18/2015	Internal Transfer - PgM	Google Internal Hiring
8/18/2015	Outside Plant (OSP) Project Manager, Google Fiber - Portland	Google Internal Hiring
3/23/2015	Network Deployment Planner, Google Fiber - Mountain View	Google Internal Hiring
2/18/2015	Network Ops Launch Manager, Google Fiber - Mountain View	Google Internal Hiring
9/3/2015	Internal geo transfer - MTV	Google Internal Hiring
6/17/2015	Strategy and Operations Program Manager - Google Fiber	Google Internal Hiring
8/19/2015	Technical Solutions Specialist, Google Fiber - Mountain View	Google Internal Hiring
10/15/2014	MDU Program Manager, Google Fiber - Mountain View	Google Internal Hiring
5/26/2015	Internal Transfer - Non-Tech	Google Internal Hiring
4/30/2015	Web Application Developer, Customer Support, Google Fiber - Mountain View	Google Internal Hiring
9/19/2014	Growth Manager - MDU	Google Internal Hiring
1/5/2015	Business Development Manager, Google Fiber - Mountain View	Google Internal Hiring

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Offer Accepted Date	Job title	Recruitment Source
3/5/2015	Business Development Manager, Google Fiber - Mountain View	Google Internal Hiring
2/5/2015	Strategic Partner Manager, Google Fiber - Mountain View	Google Internal Hiring
9/17/2014	Business Program Manager, Google Fiber - Mountain View	Google Internal Hiring
4/24/2015	Technical Customer Solutions Specialist , Google Fiber - Mountain View	Google Internal Hiring
9/14/2015	Product Marketing Manager, Customer Marketing, Google Fiber - Mountain View	Google Internal Hiring
7/1/2015	Internal Transfer - Network Engineer	Google Internal Hiring
7/27/2015	Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose	Google Internal Hiring
5/14/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
4/15/2015	Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View	Google Internal Hiring
9/4/2015	Program Manager, Product Data Management (PDM), Google Fiber - Mountain View	Google Internal Hiring
3/26/2015	Product Marketing Manager, Engagement, Google Fiber - Mountain View	Google Internal Hiring
8/6/2015	Local Partner Manager, Google Fiber - Atlanta	Google Internal Hiring
3/16/2015	Strategy and Operations Program Manager, Google Fiber - Mountain View	Google Internal Hiring
3/11/2015	Technical Customer Solutions Specialist , Google Fiber - Mountain View	Google Internal Hiring
7/31/2015	Community Impact Program Manager, Google Fiber	Google Internal Hiring
11/26/2014	Intern Conversion - Software Engineer - Mountain View - 2015 Start	Google Internal Hiring
8/7/2015	Internal Transfer - Eng non-SWE	Google Internal Hiring
2/22/2015	Sr. Manager, Network Operations, Google Fiber - Mountain View	Google Internal Hiring
1/28/2015	Senior Business Intelligence Strategist, Google Fiber - Mountain View	Google Internal Hiring
8/24/2015	Program Manager - Mountain View	Google Internal Hiring
7/21/2015	Internal geo transfer - MTV	Google Internal Hiring
7/8/2015	Internal geo transfer - MTV	Google Internal Hiring
3/24/2015	Internal Transfer - PgM	Google Internal Hiring
3/6/2015	Technical Customer Solutions Specialist , Google Fiber - Mountain View	Google Internal Hiring
5/7/2015	Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View	Google Internal Hiring
8/10/2015	Product Specialist, Google Fiber - Mountain View	Google Internal Hiring
4/1/2015	NIU Project Specialist, Google Fiber - Mountain View	Google Internal Hiring
5/13/2015	Network Test Engineer, Test & Test Infrastructure, Google Fiber - Mountain View	Google Internal Hiring
8/24/2015	Program Manager - Mountain View	Google Internal Hiring
6/11/2015	Outside Plant (OSP) Technical Writer - Mountain View	Google Internal Hiring
10/14/2014	Internal Transfer - SWE	Google Internal Hiring
5/4/2015	Extended Workforce Program Manager, Google Fiber - Mountain View, CA	Google Internal Hiring
8/13/2015	Internal Transfer - TPM	Google Internal Hiring
7/16/2015	Web Developer - Mountain View or San Bruno	Google Internal Hiring
6/16/2015	Quality Experience Specialist, Google Fiber - Mountain View	Google Internal Hiring
11/10/2014	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
3/19/2015	Software Engineer - Mountain View	Google Internal Hiring
12/17/2014	Strategic CM/ODM/OEM Manager, Google Access - Mountain View	Google Internal Hiring
8/14/2015	Internal Transfer - Quantitative Analyst	Google Internal Hiring
12/11/2014	Product Specialist, Google Fiber - Mountain View	Google Internal Hiring
6/17/2015	Internal Transfer - SETI	Google Internal Hiring
10/1/2014	Software Engineer - Mountain View	Google Internal Hiring
11/20/2014	Internal Transfer - SWE	Google Internal Hiring
9/16/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
5/19/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
8/17/2015	Technical Solutions Specialist, Google Fiber - Mountain View	Google Internal Hiring
6/15/2015	Product Marketing Manager, Google Fiber - Mountain View	Google Internal Hiring
9/3/2015	Internal Transfer - SWE Manager	Google Internal Hiring

Attachment # 2: Google Fiber Inc. Date Positions Filled and Recruitment Source - Year Ended September 30, 2015**Google Fiber Inc.****Recruitment Data - Year ended September 30, 2015**

Offer Accepted Date	Job title	Recruitment Source
4/24/2015	Regional Account Manager, Google Fiber - Mountain View	Professional Networking
8/25/2015	Program Manager - Mountain View	Professional Networking
6/26/2015	Outside Plant (OSP) Project Manager, Google Fiber - San Jose	SGA Industry
4/15/2015	Internal Transfer - PgM	Tech Industry
9/30/2014	Intern Conversion - Software Engineer - Mountain View - 2015 Start	Tech University
12/19/2014	Intern Conversion - Software Engineer - Mountain View - 2015 Start	Tech University
5/19/2015	Engineering Residency Conversion - Software Engineer (University Grad) - Mountain View - 2015 Start	Tech University

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Account Manager, Google Fiber - Mountain View		3	1	0
	Employee / alumni referrals	2	0	0
	LinkedIn	1	1	0
Administrative Business Partner, gFiber - Mountain View		10	0	0
	Employee / alumni referrals	10	0	0
Ads Infrastructure Software Engineer, Google Fiber, Mountain View		31	1	1
	Employee / alumni referrals	30	1	1
	Third party resume database	1	0	0
Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View		122	7	4
	Employee / alumni referrals	10	1	1
	Google Jobs Site	73	4	2
	indeed.com	18	2	1
	LinkedIn	20	0	0
	University & MBA recruiting	1	0	0
Associate City Manager, Google Fiber - Bay Area		63	0	0
	Employee / alumni referrals	7	0	0
	Google Jobs Site	43	0	0
	indeed.com	5	0	0
	LinkedIn	8	0	0
Associate Engineer, Google Fiber - Mountain View		16	7	3
	Employee / alumni referrals	10	2	1
	Google Jobs Site	4	3	1
	LinkedIn	2	2	1
Automation Test Development Engineer, Google Fiber Networking - Mountain View		108	0	0
	Employee / alumni referrals	7	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	60	0	0
	indeed.com	9	0	0
	LinkedIn	30	0	0
	simplyhired.com	1	0	0
Brand Marketing Communications Manager, Google Fiber - Mountain View		1354	10	6
	Employee / alumni referrals	128	6	3
	glassdoor.com	7	0	0
	Google Jobs Site	483	2	2
	GooglePlus	2	0	0
	iimjobs.com	1	0	0
	indeed.com	72	0	0
	LinkedIn	658	2	1
	simplyhired.com	3	0	0
Brand Marketing Manager, Google Fiber - Mountain View		4	3	2
	Employee / alumni referrals	2	2	1
	Google Jobs Site	1	0	0
	LinkedIn	1	1	1
Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		224	16	4
	Employee / alumni referrals	13	7	3
	glassdoor.com	1	0	0
	Google Jobs Site	84	3	0
	indeed.com	15	2	0
	LinkedIn	111	4	1
Build Labs Engineer, Google Fiber - Mountain View		60	13	10
	Employee / alumni referrals	16	6	5
	Google Jobs Site	13	3	2
	indeed.com	16	0	0
	LinkedIn	15	4	3

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Business Analyst - Build Operations, Google Fiber - Mountain View		1584	30	6
	Employee / alumni referrals	157	22	5
	glassdoor.com	18	0	0
	Google Jobs Site	753	4	1
	GooglePlus	1	0	0
	indeed.com	79	1	0
	LinkedIn	569	3	0
	University & MBA recruiting	7	0	0
Business Analyst, Google Fiber - Mountain View		1487	18	6
	Employee / alumni referrals	143	10	3
	glassdoor.com	8	0	0
	Google Jobs Site	566	1	0
	GooglePlus	1	0	0
	indeed.com	106	0	0
	LinkedIn	652	7	3
	simplyhired.com	1	0	0
	University & MBA recruiting	10	0	0
Business Analyst, Google Fiber City Launch Team - Mountain View		450	7	4
	Employee / alumni referrals	46	6	3
	glassdoor.com	1	0	0
	Google Jobs Site	227	1	1
	GooglePlus	1	0	0
	indeed.com	53	0	0
	LinkedIn	117	0	0
	simplyhired.com	2	0	0
	University & MBA recruiting	3	0	0
Business Analyst, Revenue Programs, Google Fiber - Mountain View		238	4	0
	Employee / alumni referrals	18	1	0
	glassdoor.com	3	0	0
	Google Jobs Site	100	1	0
	indeed.com	42	2	0
	LinkedIn	73	0	0
	simplyhired.com	2	0	0
Business Consultant, Google Fiber - Mountain View		113	1	0
	Employee / alumni referrals	3	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	77	1	0
	indeed.com	7	0	0
	LinkedIn	23	0	0
	University & MBA recruiting	2	0	0
Business Development Manager, Google Fiber - Mountain View		1002	7	1
	Employee / alumni referrals	95	6	1
	glassdoor.com	20	0	0
	Google Jobs Site	581	0	0
	Google YouTube account	1	0	0
	indeed.com	46	0	0
	LinkedIn	258	1	0
	University & MBA recruiting	1	0	0
Business Development Manager, WiFi, Google Fiber - Mountain View		1	0	0
	Google Jobs Site	1	0	0
Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View		226	4	2
	Employee / alumni referrals	9	1	0
	glassdoor.com	3	0	0
	Google Jobs Site	107	2	1

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	GooglePlus	1	0	0
	indeed.com	28	1	1
	LinkedIn	76	0	0
	simplyhired.com	2	0	0
Business Intelligence Analyst, Google Fiber - Mountain View		759	3	1
	Employee / alumni referrals	55	1	1
	glassdoor.com	7	0	0
	Google Jobs Site	312	1	0
	indeed.com	60	0	0
	LinkedIn	314	1	0
	simplyhired.com	2	0	0
	University & MBA recruiting	9	0	0
Business Operations Manager, Google Fiber - Mountain View		1	1	0
	Employee / alumni referrals	1	1	0
CAD/PCB Design Engineer, Google Fiber - Mountain View		5	0	0
	Google Jobs Site	2	0	0
	indeed.com	2	0	0
	LinkedIn	1	0	0
City Engagement Manager, Google Fiber - Mountain View		219	0	0
	Employee / alumni referrals	20	0	0
	Google Jobs Site	145	0	0
	Google Twitter account	1	0	0
	GooglePlus	1	0	0
	indeed.com	20	0	0
	LinkedIn	31	0	0
	simplyhired.com	1	0	0
City Engagement Manager, Google Fiber - Mountain View or New York		347	2	1
	Employee / alumni referrals	42	2	1
	Google Jobs Site	224	0	0
	indeed.com	42	0	0
	LinkedIn	38	0	0
	simplyhired.com	1	0	0
City Manager, Google Fiber - Mountain View		110	0	0
	Employee / alumni referrals	3	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	63	0	0
	indeed.com	11	0	0
	LinkedIn	31	0	0
	University & MBA recruiting	1	0	0
City Relationship Manager, Google Fiber - Mountain View		5	0	0
	Employee / alumni referrals	5	0	0
Commercial Contracts Manager, Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Communications Specialist, Google Fiber - Mountain View		267	2	1
	Employee / alumni referrals	15	1	0
	Google Jobs Site	146	0	0
	indeed.com	57	0	0
	LinkedIn	47	1	1
	University & MBA recruiting	2	0	0
Community Impact Manager, Bay Area - Mountain View		378	0	0
	Employee / alumni referrals	1	0	0
	glassdoor.com	10	0	0
	Google Jobs Site	126	0	0
	indeed.com	69	0	0
	LinkedIn	166	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	simplyhired.com	2	0	0
	University & MBA recruiting	4	0	0
Construction Partner Manager, Google Fiber - Mountain View		389	14	3
	Employee / alumni referrals	44	6	2
	glassdoor.com	6	0	0
	Google Jobs Site	171	1	0
	indeed.com	44	1	0
	LinkedIn	124	6	1
Consumer Operations Associate, Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Content Marketing Manager, Google Fiber - Mountain View		2	2	0
	Employee / alumni referrals	1	1	0
	LinkedIn	1	1	0
CPE Operations Engineer, Google Fiber - Mountain View		104	1	0
	Employee / alumni referrals	5	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	73	1	0
	indeed.com	10	0	0
	LinkedIn	15	0	0
Customer Communications Manager, Google Fiber - Mountain View		361	6	1
	Employee / alumni referrals	27	4	1
	glassdoor.com	2	0	0
	Google Jobs Site	183	1	0
	iimjobs.com	1	0	0
	indeed.com	41	1	0
	LinkedIn	106	0	0
	University & MBA recruiting	1	0	0
Customer Experience Manager, Google Fiber - Mountain View		16	1	1
	Employee / alumni referrals	11	0	0
	Google Jobs Site	1	0	0
	LinkedIn	4	1	1
Customer Experience Specialist, Google Fiber - Mountain View		220	14	6
	Employee / alumni referrals	23	6	2
	glassdoor.com	2	0	0
	Google Jobs Site	140	4	1
	indeed.com	29	0	0
	LinkedIn	26	4	3
Customer Operations Specialist, Reporting, Google Fiber - Mountain View		104	6	4
	Employee / alumni referrals	25	2	1
	Google Jobs Site	46	2	2
	indeed.com	9	0	0
	LinkedIn	24	2	1
Customer Service Tools Specialist, Google Fiber - Mountain View		91	3	1
	Employee / alumni referrals	3	1	1
	Google Jobs Site	64	0	0
	indeed.com	7	0	0
	LinkedIn	16	2	0
	simplyhired.com	1	0	0
Customer Service Tools Support Specialist, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Data Warehousing and Business Intelligence Analyst - Mountain View		31	1	0
	Employee / alumni referrals	3	1	0
	Google Jobs Site	17	0	0
	indeed.com	1	0	0
	LinkedIn	9	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	simplyhired.com	1	0	0
Database Analyst, Google Fiber Sales Operations - Mountain View		179	4	1
	Employee / alumni referrals	14	3	1
	Google Jobs Site	92	1	0
	indeed.com	19	0	0
	LinkedIn	52	0	0
	simplyhired.com	1	0	0
	University & MBA recruiting	1	0	0
Deployment Business Analyst, Google Fiber Controls - Mountain View		240	0	0
	Employee / alumni referrals	8	0	0
	Google Jobs Site	123	0	0
	indeed.com	35	0	0
	LinkedIn	74	0	0
Deployment Training Program Manager, Google Fiber - Mountain View		52	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	35	0	0
	indeed.com	10	0	0
	LinkedIn	6	0	0
Director of Fiber Deployment - Mountain View		4	4	4
	Employee / alumni referrals	3	3	3
	LinkedIn	1	1	1
Director, Google Fiber Business Org - Mountain View		4	4	1
	Employee / alumni referrals	4	4	1
Director, Network Operations, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Document Controls Program Manager, Google Fiber - Mountain View		8	1	1
	Employee / alumni referrals	4	1	1
	Google Jobs Site	2	0	0
	LinkedIn	2	0	0
Engineering Manager, Fiber Data, Software and Infrastructure - Mountain View		23	1	0
	Employee / alumni referrals	12	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	4	1	0
	LinkedIn	6	0	0
Enterprise Application Manager, Google Fiber - Mountain View		20	0	0
	Google Jobs Site	1	0	0
	indeed.com	2	0	0
	LinkedIn	17	0	0
Enterprise Applications Developer, Google Fiber - Mountain View		107	6	3
	Employee / alumni referrals	7	4	2
	Google Jobs Site	57	2	1
	indeed.com	4	0	0
	LinkedIn	39	0	0
Enterprise Applications Manager, Google Fiber - Mountain View		86	1	0
	Employee / alumni referrals	6	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	32	0	0
	indeed.com	11	1	0
	LinkedIn	36	0	0
Experience Specialist, Google Fiber - Mountain View		21	1	1
	Employee / alumni referrals	6	0	0
	Google Jobs Site	10	0	0
	LinkedIn	5	1	1
Facilities Engineer, Google Fiber - Mountain View		183	16	3
	Employee / alumni referrals	17	5	1

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	glassdoor.com	2	0	0
	Google Jobs Site	83	5	1
	indeed.com	33	1	0
	LinkedIn	48	5	1
Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View		6	0	0
	Employee / alumni referrals	6	0	0
Field Operations Manager (Inside Plant), Google Fiber - San Jose		371	6	1
	Employee / alumni referrals	5	1	0
	glassdoor.com	4	0	0
	Google Jobs Site	142	2	0
	indeed.com	18	0	0
	LinkedIn	198	3	1
	simplyhired.com	4	0	0
Field Sales Training and Communications Manager, Google Fiber - Mountain View		48	0	0
	Employee / alumni referrals	2	0	0
	glassdoor.com	2	0	0
	Google Jobs Site	30	0	0
	indeed.com	6	0	0
	LinkedIn	8	0	0
Financial Systems, Program Manager, Google Fiber - Mountain View		13	0	0
	Employee / alumni referrals	13	0	0
Frontend Software Engineer, Customer Growth and Acquisitions, Google Fiber - Mountain View		3	0	0
	Employee / alumni referrals	3	0	0
GIS Specialist, Google Fiber - Mountain View		6	0	0
	Employee / alumni referrals	3	0	0
	Google Jobs Site	2	0	0
	LinkedIn	1	0	0
Google Fiber Business Development Manager, Commercial Properties - Mountain View or New York		288	4	2
	Employee / alumni referrals	18	2	0
	Google Jobs Site	202	1	1
	indeed.com	25	0	0
	LinkedIn	40	1	1
	simplyhired.com	3	0	0
Hardware Engineer, Google Fiber - Mountain View		66	11	3
	Employee / alumni referrals	35	7	1
	Google Jobs Site	11	2	1
	indeed.com	8	0	0
	LinkedIn	12	2	1
Hardware Test Engineer, Google Fiber - Mountain View		160	8	2
	Employee / alumni referrals	19	3	1
	glassdoor.com	1	0	0
	Google Jobs Site	86	2	0
	indeed.com	12	0	0
	LinkedIn	40	3	1
	University & MBA recruiting	2	0	0
Hardware Test/Validation Engineer, Google Fiber - Mountain View		395	5	1
	Employee / alumni referrals	33	2	1
	glassdoor.com	4	0	0
	Google Jobs Site	167	1	0
	indeed.com	49	1	0
	LinkedIn	141	1	0
	University & MBA recruiting	1	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Head of Brand Marketing Communications, Google Fiber - Mountain View		2	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	1	0	0
Head of Brand Marketing, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Head of Business Development, Wireless Access - Mountain View		7	1	1
	Employee / alumni referrals	5	1	1
	Google Jobs Site	1	0	0
	LinkedIn	1	0	0
Head of Customer Marketing, Google Fiber - Mountain View		65	3	1
	Employee / alumni referrals	44	1	0
	Google Jobs Site	10	0	0
	indeed.com	1	0	0
	LinkedIn	9	2	1
	University & MBA recruiting	1	0	0
Installation Operations Specialist, Editorial, Google Fiber - Mountain View		18	0	0
	Employee / alumni referrals	11	0	0
	Google Jobs Site	5	0	0
	indeed.com	1	0	0
	LinkedIn	1	0	0
Instructional Designer: Front-End Systems Design & Interaction, Google Fiber - Mountain View, Atlanta, or New York City		120	0	0
	Employee / alumni referrals	4	0	0
	glassdoor.com	2	0	0
	Google Jobs Site	91	0	0
	Google Twitter account	1	0	0
	indeed.com	11	0	0
	LinkedIn	10	0	0
	simplyhired.com	1	0	0
IP Edge Architect, Google Fiber - Austin, Kirkland, Thornton or Mountain View		294	2	1
	Employee / alumni referrals	13	1	1
	glassdoor.com	1	0	0
	Google Jobs Site	162	1	0
	indeed.com	12	0	0
	LinkedIn	102	0	0
	simplyhired.com	3	0	0
	University & MBA recruiting	1	0	0
IP Network Architect, Google Fiber - Austin, Kirkland, Thornton or Mountain View		392	11	4
	Employee / alumni referrals	28	9	3
	glassdoor.com	5	0	0
	Google Jobs Site	180	1	0
	GooglePlus	1	0	0
	indeed.com	18	0	0
	LinkedIn	158	1	1
	simplyhired.com	1	0	0
	University & MBA recruiting	1	0	0
ISP Construction Specialist, Google Fiber - Mountain View		5	1	1
	Employee / alumni referrals	3	1	1
	Google Jobs Site	2	0	0
ISP Regional Manager, Google Fiber - Mountain View		1	1	1
	LinkedIn	1	1	1
Knowledge Base Specialist, Google Fiber - Mountain View		98	5	3
	Employee / alumni referrals	14	2	2
	Google Jobs Site	54	1	1
	indeed.com	13	1	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Last Mile Curriculum Specialist, Google Fiber - Mountain View	LinkedIn	17	1	0
		50	0	0
	Employee / alumni referrals	3	0	0
	Google Jobs Site	28	0	0
	indeed.com	11	0	0
Last Mile Partner Contracts Manager, Google Fiber - Mountain View	LinkedIn	8	0	0
		91	3	2
	Employee / alumni referrals	8	2	1
	Google Jobs Site	49	0	0
	indeed.com	9	0	0
Last Mile Partner Manager, Google Fiber - Mountain View	LinkedIn	24	1	1
	simplyhired.com	1	0	0
		1	0	0
	Employee / alumni referrals	1	0	0
		92	6	0
Lead Network Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View	Employee / alumni referrals	8	4	0
	glassdoor.com	1	0	0
	Google Jobs Site	50	0	0
	GooglePlus	1	0	0
	indeed.com	4	0	0
Lead Software Engineer in Test, Google Fiber - Mountain View	LinkedIn	28	2	0
		60	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	30	0	0
	indeed.com	4	0	0
Local Partner Manager, Google Fiber - California	LinkedIn	25	0	0
		3	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	2	0	0
		194	14	2
LTE Wireless System Engineer, Google Access - Mountain View	Employee / alumni referrals	30	9	2
	glassdoor.com	3	0	0
	Google Jobs Site	80	4	0
	indeed.com	37	0	0
	LinkedIn	44	1	0
Manager, Learning and Knowledge Programs - Mountain View or Atlanta		79	0	0
	Employee / alumni referrals	3	0	0
	Google Jobs Site	44	0	0
	indeed.com	19	0	0
	LinkedIn	12	0	0
Manager, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View	simplyhired.com	1	0	0
		575	6	1
	Employee / alumni referrals	21	5	0
	glassdoor.com	1	0	0
	Google Jobs Site	318	0	0
Manager, Security Engineering, Google Fiber Network Operations - Mountain View	indeed.com	36	0	0
	LinkedIn	195	1	1
	simplyhired.com	4	0	0
		61	9	4
	Employee / alumni referrals	30	7	3
	Google Jobs Site	17	1	1
	indeed.com	2	0	0
	LinkedIn	11	0	0
	University & MBA recruiting	1	1	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Manufacturing Current Product Engineer, Google Fiber - Mountain View		18	4	2
	Employee / alumni referrals	9	4	2
	Google Jobs Site	5	0	0
	indeed.com	1	0	0
	LinkedIn	3	0	0
Manufacturing Test Engineer, Google Fiber - Mountain View		136	9	2
	Employee / alumni referrals	29	4	1
	glassdoor.com	2	0	0
	Google Jobs Site	39	2	0
	indeed.com	16	0	0
	LinkedIn	50	3	1
Market Development Manager - Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Marketing Communications Manager - Interactive, Google Fiber - Mountain View		23	0	0
	Employee / alumni referrals	20	0	0
	Google Jobs Site	1	0	0
	LinkedIn	2	0	0
Marketing Insights and Analytics Manager, Google Fiber - Mountain View		222	3	0
	Employee / alumni referrals	39	3	0
	glassdoor.com	1	0	0
	Google Jobs Site	90	0	0
	iimjobs.com	1	0	0
	indeed.com	19	0	0
	LinkedIn	71	0	0
	simplyhired.com	1	0	0
MDU Engineering Coordinator, Google Fiber - Mountain View		1	1	1
	LinkedIn	1	1	1
MDU Program Manager, Google Fiber - Mountain View		6	0	0
	Employee / alumni referrals	2	0	0
	Google Jobs Site	1	0	0
	LinkedIn	3	0	0
MDU Specialist, Google Fiber - Mountain View		13	1	0
	Employee / alumni referrals	11	1	0
	Google Jobs Site	1	0	0
	LinkedIn	1	0	0
Mechanical Engineer for OSP/ISP, Google Fiber - Austin, Kirkland, Thornton or Mountain View		23	1	0
	Employee / alumni referrals	12	1	0
	Google Jobs Site	9	0	0
	indeed.com	1	0	0
	LinkedIn	1	0	0
National Field Operations Manager, Google Fiber - Mountain View		4	1	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	3	1	0
National Service Center Manager, Google Fiber, Mountain View		128	1	1
	Employee / alumni referrals	4	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	72	0	0
	indeed.com	10	0	0
	LinkedIn	40	1	1
	simplyhired.com	1	0	0
Network Deployment Analyst/Planner, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Network Deployment and Operations Lead, Google Fiber - California		47	0	0
	Employee / alumni referrals	2	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Google Jobs Site	26	0	0
	indeed.com	10	0	0
	LinkedIn	8	0	0
	simplyhired.com	1	0	0
Network Deployment Engineer, Google Fiber - Mountain View		11	3	1
	Employee / alumni referrals	8	3	1
	Google Jobs Site	2	0	0
	indeed.com	1	0	0
Network Deployment Planner, Google Fiber - Mountain View		168	4	2
	Employee / alumni referrals	7	4	2
	glassdoor.com	2	0	0
	Google Jobs Site	73	0	0
	indeed.com	29	0	0
	LinkedIn	56	0	0
	University & MBA recruiting	1	0	0
Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View		141	14	3
	Contractor conversion to full-	1	1	1
	Employee / alumni referrals	47	11	2
	glassdoor.com	2	0	0
	Google Jobs Site	58	2	0
	indeed.com	9	0	0
	LinkedIn	23	0	0
	University & MBA recruiting	1	0	0
Network Engineer, Google Fiber - Mountain View		198	19	3
	Employee / alumni referrals	34	14	2
	glassdoor.com	1	0	0
	Google Jobs Site	76	3	1
	indeed.com	10	0	0
	LinkedIn	77	2	0
Network Engineer, Optical, Google Fiber - Mountain View		48	2	0
	Employee / alumni referrals	28	2	0
	Google Jobs Site	6	0	0
	LinkedIn	13	0	0
	Third party resume database	1	0	0
Network Engineer, Video, Google Fiber - Mountain View		18	1	1
	Employee / alumni referrals	8	0	0
	Google Jobs Site	4	0	0
	LinkedIn	6	1	1
Network Infrastructure Test Engineer, Google Fiber - Mountain View		115	4	2
	Employee / alumni referrals	10	3	2
	glassdoor.com	1	0	0
	Google Jobs Site	61	0	0
	indeed.com	16	0	0
	LinkedIn	26	1	0
	simplyhired.com	1	0	0
Network Integration Analyst, Google Fiber, Austin, Kirkland, Thornton, or Mountain View		188	1	0
	Employee / alumni referrals	5	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	142	0	0
	Google Twitter account	1	0	0
	indeed.com	9	1	0
	LinkedIn	28	0	0
	simplyhired.com	2	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Network Operations and ISP Quality Lead Program Manager, Google Fiber - Mountain View		61	0	0
	Google Jobs Site	35	0	0
	indeed.com	5	0	0
	LinkedIn	21	0	0
Network Operations and ISP Quality Project Manager, Google Fiber - Mountain View		95	0	0
	Employee / alumni referrals	2	0	0
	Google Jobs Site	63	0	0
	indeed.com	9	0	0
	LinkedIn	20	0	0
	University & MBA recruiting	1	0	0
Network Operations Business/Planning Analyst, Google Fiber - Mountain View		129	3	2
	Employee / alumni referrals	5	2	2
	glassdoor.com	1	0	0
	Google Jobs Site	71	1	0
	indeed.com	14	0	0
	LinkedIn	37	0	0
	University & MBA recruiting	1	0	0
Network Operations Center (NOC) Engineer I, Google Fiber - Mountain View		274	15	6
	Employee / alumni referrals	15	5	2
	glassdoor.com	2	0	0
	Google Jobs Site	145	7	3
	indeed.com	29	1	0
	LinkedIn	80	2	1
	simplyhired.com	1	0	0
	University & MBA recruiting	2	0	0
Network Operations Center (NOC) Technician, Google Fiber - Mountain View		569	12	4
	Contractor conversion to full-	3	2	2
	Employee / alumni referrals	32	4	1
	glassdoor.com	11	0	0
	Google Jobs Site	262	3	1
	indeed.com	103	1	0
	LinkedIn	154	2	0
	University & MBA recruiting	4	0	0
Network Operations Engineer, Google Fiber - Mountain View		333	8	2
	Employee / alumni referrals	25	6	1
	glassdoor.com	2	0	0
	Google Jobs Site	116	0	0
	indeed.com	37	1	1
	LinkedIn	152	1	0
	University & MBA recruiting	1	0	0
Network Ops Contract Manager, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Network Ops Controls Manager, Google Fiber - Mountain View		7	3	3
	Employee / alumni referrals	6	3	3
	LinkedIn	1	0	0
Network Ops Launch Manager, Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Network Planner, Network Capacity, Google Fiber - Mountain View		217	3	1
	Employee / alumni referrals	8	3	1
	glassdoor.com	4	0	0
	Google Jobs Site	126	0	0
	GooglePlus	1	0	0
	indeed.com	18	0	0
	LinkedIn	60	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Network Provisioner, Google Fiber - Mountain View		3	0	0
	Google Jobs Site	1	0	0
	indeed.com	2	0	0
Network Security Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View		33	1	0
	Employee / alumni referrals	21	0	0
	Google Jobs Site	8	1	0
	LinkedIn	4	0	0
Network Solutions Test Engineer, Google Access/Fiber - Mountain View		77	9	3
	Employee / alumni referrals	48	8	3
	Google Jobs Site	9	0	0
	indeed.com	1	0	0
	LinkedIn	18	1	0
	simplyhired.com	1	0	0
Network Solutions Test Engineer, Google Fiber - Mountain View		217	2	2
	Employee / alumni referrals	10	2	2
	Google Jobs Site	110	0	0
	indeed.com	8	0	0
	LinkedIn	88	0	0
	University & MBA recruiting	1	0	0
Network Systems Architect, Google Fiber - Austin, Kirkland, Thornton, Mountain View or Toronto		169	1	1
	Employee / alumni referrals	6	1	1
	glassdoor.com	1	0	0
	Google Jobs Site	94	0	0
	indeed.com	7	0	0
	LinkedIn	61	0	0
Network Test Engineer, Test & Test Infrastructure, Google Fiber - Mountain View		433	24	11
	Employee / alumni referrals	35	18	10
	glassdoor.com	2	0	0
	Google Jobs Site	236	0	0
	indeed.com	36	2	0
	LinkedIn	122	4	1
	University & MBA recruiting	2	0	0
Network Test Infrastructure Manager, Google Fiber - Mountain View		4	1	1
	Employee / alumni referrals	3	1	1
	Google Jobs Site	1	0	0
Network Tools Engineer, Google Fiber - Mountain View		21	0	0
	Employee / alumni referrals	10	0	0
	Google Jobs Site	7	0	0
	indeed.com	1	0	0
	LinkedIn	3	0	0
Network Traffic Analyst, Network Engineering, Google Fiber - Mountain View		6	1	0
	Employee / alumni referrals	2	1	0
	glassdoor.com	1	0	0
	Google Jobs Site	3	0	0
NIU Program Manager, Google Fiber - Mountain View		59	3	1
	Employee / alumni referrals	29	2	1
	Google Jobs Site	20	1	0
	indeed.com	3	0	0
	LinkedIn	6	0	0
	Third party resume database	1	0	0
NIU Project Specialist, Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
NOC Shift Lead, Google Fiber - Mountain View		10	0	0
	Employee / alumni referrals	1	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Google Jobs Site	4	0	0
	LinkedIn	5	0	0
NOC Tech Lead, Google Fiber - Mountain View or Thornton		118	0	0
	Employee / alumni referrals	3	0	0
	Google Jobs Site	49	0	0
	Google Twitter account	1	0	0
	indeed.com	9	0	0
	LinkedIn	56	0	0
Numbers Administrator, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View		19	4	3
	Employee / alumni referrals	11	4	3
	Google Jobs Site	6	0	0
	indeed.com	2	0	0
Optical Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		6	0	0
	Employee / alumni referrals	4	0	0
	indeed.com	1	0	0
	LinkedIn	1	0	0
Optical Test Engineer, Google Fiber - Mountain View		176	2	1
	Employee / alumni referrals	16	1	1
	glassdoor.com	1	0	0
	Google Jobs Site	80	1	0
	indeed.com	25	0	0
	LinkedIn	53	0	0
	simplyhired.com	1	0	0
Optical Transport Engineer, Google Fiber - Mountain View		1	1	1
	LinkedIn	1	1	1
Optical Transport Operations Engineer - Mountain View		9	0	0
	Employee / alumni referrals	5	0	0
	Google Jobs Site	2	0	0
	LinkedIn	2	0	0
Oracle Primavera P6 Administrator, Google Fiber - Mountain View		1	0	0
	Google Jobs Site	1	0	0
OSP Architect, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton, Mountain View or Toronto		44	2	0
	Employee / alumni referrals	6	0	0
	Google Jobs Site	20	1	0
	indeed.com	2	0	0
	LinkedIn	16	1	0
OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto		60	10	3
	Employee / alumni referrals	12	4	1
	Google Jobs Site	26	5	1
	indeed.com	11	1	1
	LinkedIn	11	0	0
Outside Plant (OSP) Associate Construction Manager, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View		6	1	1
	Employee / alumni referrals	2	0	0
	Google Jobs Site	3	0	0
	LinkedIn	1	1	1
Outside Plant (OSP) Engineering Manager, Google Fiber - San Jose		257	21	9
	Employee / alumni referrals	25	11	5
	Google Jobs Site	118	5	2
	indeed.com	26	1	0
	LinkedIn	83	4	2

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	simplyhired.com	5	0	0
Outside Plant (OSP) Engineering Manager, Google Fiber, Western Region - Mountain View		20	0	0
	Google Jobs Site	10	0	0
	indeed.com	6	0	0
	LinkedIn	4	0	0
Outside Plant (OSP) Engineering Program Manager, Google Fiber, West Region - Mountain View		68	0	0
	glassdoor.com	2	0	0
	Google Jobs Site	34	0	0
	indeed.com	11	0	0
	LinkedIn	21	0	0
Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View		388	22	7
	Employee / alumni referrals	24	4	3
	glassdoor.com	6	0	0
	Google Jobs Site	180	7	2
	indeed.com	51	8	2
	LinkedIn	123	2	0
	simplyhired.com	3	0	0
	Third party resume database	1	1	0
Outside Plant (OSP) Project Manager, Google Fiber - Mountain View		18	0	0
	Google Jobs Site	11	0	0
	indeed.com	4	0	0
	LinkedIn	3	0	0
Outside Plant (OSP) Project Manager, Google Fiber - San Jose		339	14	8
	Employee / alumni referrals	24	8	5
	glassdoor.com	4	0	0
	Google Jobs Site	153	2	0
	indeed.com	51	0	0
	LinkedIn	105	3	2
	University & MBA recruiting	2	1	1
Outside Plant (OSP) Quality Assurance Manager, Google Fiber, San Jose - Mountain View		7	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	5	0	0
	indeed.com	1	0	0
Outside Plant (OSP) Quality Specialist Lead - Mountain View		16	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	9	0	0
	indeed.com	1	0	0
	LinkedIn	5	0	0
Outside Plant (OSP) Quality Specialist Lead, Google Fiber - Mountain View		36	1	0
	Employee / alumni referrals	2	1	0
	Google Jobs Site	20	0	0
	indeed.com	3	0	0
	LinkedIn	10	0	0
	simplyhired.com	1	0	0
Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View		4	0	0
	Employee / alumni referrals	2	0	0
	LinkedIn	2	0	0
Outside Plant (OSP) Technical Writer - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Partner Development Manager, Wireless Access - Mountain View		13	0	0
	Employee / alumni referrals	12	0	0
	indeed.com	1	0	0
Partner Solutions Engineer, Google Fiber - Mountain View		76	3	1

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Employee / alumni referrals	6	3	1
	Google Jobs Site	33	0	0
	indeed.com	4	0	0
	LinkedIn	33	0	0
Photonic Test Engineer, Platform, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Photonics Engineer, Platforms, Google Fiber - Mountain View		56	7	1
	Employee / alumni referrals	29	4	1
	glassdoor.com	1	0	0
	Google Jobs Site	12	1	0
	indeed.com	4	1	0
	LinkedIn	10	1	0
Product Marketing Manager, Google Fiber - Mountain View		34	8	5
	Employee / alumni referrals	14	6	3
	Google Jobs Site	7	0	0
	LinkedIn	13	2	2
Product Marketing Manager, Strategy and Operations, Google Fiber - Mountain View		61	1	1
	Employee / alumni referrals	52	1	1
	Google Jobs Site	2	0	0
	indeed.com	1	0	0
	LinkedIn	6	0	0
Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View		130	3	3
	Employee / alumni referrals	22	2	2
	glassdoor.com	1	0	0
	Google Jobs Site	54	0	0
	indeed.com	11	0	0
	LinkedIn	42	1	1
Product Specialist, Google Fiber - Mountain View		14	0	0
	Employee / alumni referrals	11	0	0
	Google Jobs Site	3	0	0
Product Specialist, Google Fiber - Mountain View		18	0	0
	Employee / alumni referrals	8	0	0
	Google Jobs Site	7	0	0
	indeed.com	1	0	0
	LinkedIn	2	0	0
Program Lead, Google Fiber Academy - Mountain View		55	1	0
	Employee / alumni referrals	4	1	0
	Google Jobs Site	32	0	0
	indeed.com	7	0	0
	LinkedIn	11	0	0
	University & MBA recruiting	1	0	0
Program Manager Outside Plant Engineering Quality, Google Fiber - Mountain View		43	0	0
	Google Jobs Site	24	0	0
	indeed.com	7	0	0
	LinkedIn	8	0	0
	simplyhired.com	4	0	0
Program Manager, Controls, Google Fiber - Mountain View		198	42	11
	Employee / alumni referrals	56	17	3
	glassdoor.com	1	0	0
	Google Jobs Site	82	17	7
	indeed.com	11	3	0
	LinkedIn	48	5	1
Program Manager, Demand Planning, Google Fiber - Mountain View		39	1	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Employee / alumni referrals	1	0	0
	Google Jobs Site	31	0	0
	indeed.com	2	1	0
	LinkedIn	5	0	0
Program Manager, Demand Planning, Google Fiber - Mountain View		235	6	1
	Employee / alumni referrals	35	3	1
	Google Jobs Site	91	0	0
	indeed.com	24	1	0
	LinkedIn	85	2	0
Program Manager, Fiber Data, Software and Infrastructure - Mountain View		17	0	0
	Employee / alumni referrals	13	0	0
	LinkedIn	4	0	0
Program Manager, Google Fiber - Mountain View		92	1	1
	Employee / alumni referrals	11	1	1
	Google Jobs Site	39	0	0
	indeed.com	16	0	0
	LinkedIn	26	0	0
Program Manager, Network Deployment and Operations (NDO) Process Engineering, Google Fiber - Mountain View		17	0	0
	Employee / alumni referrals	1	0	0
	glassdoor.com	1	0	0
	Google Jobs Site	14	0	0
	simplyhired.com	1	0	0
Program Manager, Network Engineering, Google Fiber - Mountain View		204	6	3
	Employee / alumni referrals	24	4	2
	glassdoor.com	1	0	0
	Google Jobs Site	100	2	1
	indeed.com	13	0	0
	LinkedIn	64	0	0
	simplyhired.com	2	0	0
Program Manager, Network Operations, Google Fiber - Mountain View		84	9	2
	Employee / alumni referrals	56	3	1
	Google Jobs Site	20	3	1
	LinkedIn	8	3	0
Program Manager, Outside Plant RoW Specialist, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Program Manager, Platform Engineering, Google Fiber - Mountain View		285	2	1
	Employee / alumni referrals	26	1	1
	glassdoor.com	5	0	0
	Google Jobs Site	151	0	0
	indeed.com	13	0	0
	LinkedIn	89	0	0
	Third party resume database	1	1	0
Program Manager, Product Data Management (PDM), Google Fiber - Mountain View		604	19	10
	Employee / alumni referrals	49	11	6
	glassdoor.com	2	0	0
	Google Jobs Site	272	3	1
	indeed.com	73	1	1
	LinkedIn	206	4	2
	simplyhired.com	1	0	0
	University & MBA recruiting	1	0	0
Program Manager, Supply Chain Operations Program Management Office, Google Fiber - Mountain View		718	3	0
	Employee / alumni referrals	66	1	0
	glassdoor.com	5	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Google Jobs Site	317	0	0
	Google Twitter account	2	0	0
	indeed.com	45	0	0
	LinkedIn	279	2	0
	simplyhired.com	3	0	0
	University & MBA recruiting	1	0	0
Program Manager, Supply Chain Operations, Google Fiber - Mountain View		2	0	0
	Google Jobs Site	1	0	0
	LinkedIn	1	0	0
Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View		201	11	8
	Employee / alumni referrals	58	3	2
	Google Jobs Site	67	1	1
	indeed.com	29	0	0
	LinkedIn	47	7	5
Project Control Manager, Google Fiber - Mountain View		3	0	0
	Employee / alumni referrals	3	0	0
Project Coordinator, Product Data Management (PDM), Google Fiber - Mountain View		47	3	2
	Employee / alumni referrals	26	3	2
	glassdoor.com	1	0	0
	Google Jobs Site	12	0	0
	indeed.com	3	0	0
	LinkedIn	5	0	0
Quality Engineer, CPE Devices and Accessories, Google Fiber - Mountain View		10	0	0
	Employee / alumni referrals	7	0	0
	Google Jobs Site	1	0	0
	LinkedIn	2	0	0
Quality Experience Specialist, Google Fiber - Mountain View		198	2	0
	Employee / alumni referrals	10	1	0
	Google Jobs Site	106	1	0
	indeed.com	34	0	0
	LinkedIn	47	0	0
	simplyhired.com	1	0	0
Real Estate Specialist, Google Fiber - Mountain View or New York		36	0	0
	Employee / alumni referrals	2	0	0
	Google Jobs Site	23	0	0
	indeed.com	9	0	0
	LinkedIn	2	0	0
Regional Account Manager, Google Fiber - Mountain View		50	8	3
	Employee / alumni referrals	35	7	2
	Google Jobs Site	11	1	1
	LinkedIn	4	0	0
Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View		231	7	2
	Employee / alumni referrals	17	4	1
	Google Jobs Site	128	3	1
	indeed.com	11	0	0
	LinkedIn	74	0	0
	simplyhired.com	1	0	0
Regional Manager - Technical Program Management, Network Engineering, Google Fiber - U.S.		1	0	0
	Employee / alumni referrals	1	0	0
Sales Operations Analyst, Google Fiber - Mountain View		287	1	1
	Employee / alumni referrals	19	1	1
	glassdoor.com	8	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Google Jobs Site	153	0	0
	indeed.com	24	0	0
	LinkedIn	82	0	0
	University & MBA recruiting	1	0	0
Salesforce Applications Developer, Google Fiber - Mountain View		158	10	1
	Employee / alumni referrals	10	5	0
	glassdoor.com	1	0	0
	Google Jobs Site	71	4	1
	indeed.com	9	0	0
	LinkedIn	67	1	0
Security Program Manager, Network Operations - Mountain View		172	1	0
	Employee / alumni referrals	10	1	0
	glassdoor.com	1	0	0
	Google Jobs Site	81	0	0
	indeed.com	7	0	0
	LinkedIn	72	0	0
	simplyhired.com	1	0	0
Security Program Manager, Network Operations, Google Fiber - Mountain View		21	1	1
	Employee / alumni referrals	3	1	1
	Google Jobs Site	15	0	0
	LinkedIn	3	0	0
Server Operations Engineer, Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Software Engineer, Application, Platform, Google Fiber - Mountain View		11	1	1
	Employee / alumni referrals	11	1	1
Software Engineer, Customer Efficiency, Google Fiber - Mountain View		26	4	1
	Employee / alumni referrals	26	4	1
Software Engineer, Software Infrastructure, Google Fiber - Mountain View		172	23	6
	Employee / alumni referrals	172	23	6
Software Engineer, Tools and Infrastructure, Google Fiber - Mountain View		280	4	1
	Employee / alumni referrals	60	1	1
	Google Jobs Site	115	1	0
	indeed.com	33	1	0
	LinkedIn	70	1	0
	University & MBA recruiting	2	0	0
Sr. Manager, Network Operations, Google Fiber - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Staff Network Analyst, Google Fiber - Mountain View		6	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	4	0	0
	indeed.com	1	0	0
Strategic CM Manager, OSP OEM Equipment, Google Fiber - Mountain View		5	1	1
	Employee / alumni referrals	4	0	0
	LinkedIn	1	1	1
Strategic CM/ODM/OEM Manager, Google Access - Mountain View		47	5	2
	Employee / alumni referrals	29	3	2
	Google Jobs Site	6	0	0
	indeed.com	2	0	0
	LinkedIn	10	2	0
Strategic Partner Manager, Google Fiber - Mountain View		28	0	0
	Employee / alumni referrals	20	0	0
	Google Jobs Site	5	0	0
	LinkedIn	2	0	0
	University & MBA recruiting	1	0	0
Strategic Supplier Manager Vaults and Plastics, Google Fiber - Mountain View		2	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Employee / alumni referrals	2	0	0
Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View		48	7	2
	Employee / alumni referrals	25	2	1
	Google Jobs Site	8	0	0
	indeed.com	3	0	0
	LinkedIn	12	5	1
Strategic Supplier Operations Program Manager, OSP, Google Fiber - Mountain View		13	1	0
	Employee / alumni referrals	12	1	0
	LinkedIn	1	0	0
Strategic Vendor Manager, Google Fiber - Mountain View		5	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	3	0	0
	LinkedIn	1	0	0
Strategy and Operations Program Manager - Google Fiber - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Strategy and Operations Program Manager, Google Fiber - Mountain View		592	2	0
	Employee / alumni referrals	25	2	0
	glassdoor.com	3	0	0
	Google Jobs Site	339	0	0
	indeed.com	31	0	0
	LinkedIn	191	0	0
	University & MBA recruiting	3	0	0
Supply Chain Analyst, Google Fiber - Mountain View		10	0	0
	Employee / alumni referrals	8	0	0
	Google Jobs Site	1	0	0
	LinkedIn	1	0	0
Supply Chain Manager, Networking Products, Google Fiber - Mountain View		16	5	3
	Employee / alumni referrals	12	2	2
	LinkedIn	4	3	1
Sustaining Supplier Operations Program Manager - Google Fiber, Mountain View		13	0	0
	Employee / alumni referrals	9	0	0
	Google Jobs Site	2	0	0
	LinkedIn	2	0	0
System Verification Engineer, Google Fiber - Mountain View		24	4	1
	Employee / alumni referrals	14	4	1
	glassdoor.com	1	0	0
	Google Jobs Site	4	0	0
	LinkedIn	4	0	0
	University & MBA recruiting	1	0	0
Systems Operations Engineer, Google Fiber - Mountain View		159	3	1
	Employee / alumni referrals	19	3	1
	glassdoor.com	6	0	0
	Google Jobs Site	83	0	0
	indeed.com	6	0	0
	LinkedIn	44	0	0
	University & MBA recruiting	1	0	0
Systems Security Engineer, Network Operations (Google Fiber) - Mountain View		178	0	0
	Employee / alumni referrals	6	0	0
	glassdoor.com	6	0	0
	Google Jobs Site	78	0	0
	indeed.com	7	0	0
	LinkedIn	80	0	0
	simplyhired.com	1	0	0
Team Lead, Network Deployment, Google Fiber - Mountain View		231	1	1

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	Employee / alumni referrals	4	1	1
	glassdoor.com	1	0	0
	Google Jobs Site	104	0	0
	GooglePlus	1	0	0
	indeed.com	21	0	0
	LinkedIn	100	0	0
Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View		257	11	4
	Employee / alumni referrals	29	4	2
	glassdoor.com	2	0	0
	Google Jobs Site	108	2	1
	indeed.com	24	1	0
	LinkedIn	94	4	1
Technical Customer Solutions Specialist , Google Fiber - Mountain View		278	22	9
	Employee / alumni referrals	15	5	3
	glassdoor.com	10	1	0
	Google Jobs Site	152	8	4
	GooglePlus	1	0	0
	indeed.com	26	4	0
	LinkedIn	71	3	1
	simplyhired.com	1	0	0
	University & MBA recruiting	2	1	1
Technical Program Manager, Data Analytics, Google Fiber - Mountain View		344	1	1
	Employee / alumni referrals	22	0	0
	glassdoor.com	3	0	0
	Google Jobs Site	183	0	0
	indeed.com	37	0	0
	LinkedIn	95	1	1
	University & MBA recruiting	4	0	0
Technical Program Manager, Google Fiber Platforms Team - Mountain View		33	3	2
	Employee / alumni referrals	8	0	0
	Google Jobs Site	13	1	1
	indeed.com	5	0	0
	LinkedIn	7	2	1
Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View		24	5	2
	Employee / alumni referrals	22	3	2
	LinkedIn	2	2	0
Technical Program Manager, Network Engineering, Google Fiber - Mountain View		17	3	1
	Employee / alumni referrals	8	2	0
	Google Jobs Site	4	0	0
	LinkedIn	5	1	1
Technical Program Manager, Outside Plant Make Ready Engineering, Google Fiber - Mountain View		81	1	0
	Employee / alumni referrals	4	1	0
	Google Jobs Site	48	0	0
	indeed.com	10	0	0
	LinkedIn	17	0	0
	simplyhired.com	2	0	0
Technical Program Manager, Platforms, Google Fiber - Mountain View		100	14	5
	Employee / alumni referrals	36	8	3
	Google Jobs Site	30	1	1
	indeed.com	5	0	0
	LinkedIn	29	5	1
Technical Program Manager, Software, Google Fiber - Mountain View		178	12	2
	Employee / alumni referrals	19	8	2

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	glassdoor.com	1	0	0
	Google Jobs Site	99	2	0
	indeed.com	11	1	0
	LinkedIn	47	0	0
	University & MBA recruiting	1	1	0
Technical Program Manager, Spectrum Access System (SAS), Google Access - Mountain View		1	1	1
	Employee / alumni referrals	1	1	1
Technical Project Manager, Google Fiber - Mountain View		54	1	0
	Employee / alumni referrals	12	0	0
	Google Jobs Site	26	1	0
	indeed.com	2	0	0
	LinkedIn	13	0	0
	simplyhired.com	1	0	0
Technical Solutions Specialist, Google Fiber - Mountain View		68	8	4
	Employee / alumni referrals	8	4	2
	glassdoor.com	1	0	0
	Google Jobs Site	41	0	0
	indeed.com	6	1	1
	LinkedIn	11	2	1
	stackoverflow.com	1	1	0
Technical Writer, Google Fiber - Mountain View		12	0	0
	Employee / alumni referrals	12	0	0
Training Manager, Google Fiber - Mountain View		15	3	1
	Employee / alumni referrals	11	2	1
	Google Jobs Site	2	0	0
	LinkedIn	2	1	0
Training Specialist, Google Fiber - Mountain View		54	4	0
	Employee / alumni referrals	36	4	0
	Google Jobs Site	11	0	0
	indeed.com	2	0	0
	LinkedIn	5	0	0
Transport Architect, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View		3	0	0
	Employee / alumni referrals	2	0	0
	LinkedIn	1	0	0
Trenchless Technology Architect, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		117	2	0
	Employee / alumni referrals	4	0	0
	Google Jobs Site	82	0	0
	indeed.com	13	0	0
	LinkedIn	13	2	0
	simplyhired.com	4	0	0
	University & MBA recruiting	1	0	0
Video Architect - Mountain View		1	0	0
	Employee / alumni referrals	1	0	0
Video Architect, Google Fiber - Mountain View		177	8	4
	Employee / alumni referrals	14	5	2
	glassdoor.com	1	0	0
	Google Jobs Site	72	0	0
	indeed.com	16	0	0
	LinkedIn	73	3	2
	University & MBA recruiting	1	0	0
Video Engineer, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View		259	11	5
	Employee / alumni referrals	24	8	4

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	glassdoor.com	2	0	0
	Google Jobs Site	99	0	0
	indeed.com	24	1	0
	LinkedIn	106	2	1
	simplyhired.com	2	0	0
	University & MBA recruiting	2	0	0
Video Integration TPM, Network Operations, Google Fiber - Mountain View		6	1	1
	Employee / alumni referrals	2	1	1
	Google Jobs Site	1	0	0
	LinkedIn	3	0	0
Video Operations Engineer, Network Operations, Google Fiber - Mountain View		62	7	2
	Employee / alumni referrals	5	3	1
	Google Jobs Site	42	1	0
	indeed.com	6	2	0
	LinkedIn	9	1	1
Web Application Developer, Customer Support, Google Fiber - Mountain View		8	0	0
	Employee / alumni referrals	8	0	0
Web Developer - Mountain View or San Bruno		507	21	6
	Employee / alumni referrals	37	8	3
	glassdoor.com	2	0	0
	Google Jobs Site	317	8	2
	GooglePlus	1	0	0
	indeed.com	28	1	0
	LinkedIn	116	3	1
	simplyhired.com	1	0	0
	Third party resume database	1	0	0
	University & MBA recruiting	4	1	0
Wi-Fi Engineer, Google Fiber - Mountain View		18	2	0
	Employee / alumni referrals	10	2	0
	Google Jobs Site	3	0	0
	indeed.com	1	0	0
	LinkedIn	4	0	0
Wi-Fi Operations Engineer, Network Operations - Mountain View		6	0	0
	Employee / alumni referrals	1	0	0
	Google Jobs Site	3	0	0
	LinkedIn	2	0	0
Wireless System Engineer, Google Fiber - Mountain View		230	13	5
	Employee / alumni referrals	120	6	1
	glassdoor.com	2	1	0
	Google Jobs Site	45	3	2
	indeed.com	13	2	2
	LinkedIn	49	1	0
	#N/A	1	0	0
Wireless Systems Engineer, Access - Mountain View		234	13	8
	Employee / alumni referrals	9	7	5
	glassdoor.com	7	0	0
	Google Jobs Site	118	2	0
	indeed.com	23	1	1
	LinkedIn	76	3	2
	University & MBA recruiting	1	0	0
Wireless Test Engineer, Google Fiber - Mountain View		93	9	3
	Employee / alumni referrals	34	4	1
	glassdoor.com	1	0	0
	Google Jobs Site	22	2	1
	indeed.com	7	0	0

Attachment # 3: Google Fiber Inc. Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
	LinkedIn	29	3	1
Grand Total		30376	953	352

Attachment # 4: Google Fiber Inc. Outreach Activities - Year ended September 30, 2015

Google Fiber Inc.

Outreach Activities - October 1, 2014 - September 30, 2015

Type of Event	Date	Description
Grace Hopper Conference	October 2014	Participant in the Grace Hopper Conference, a Celebration of Women in Computing. The conference is the world's largest gathering of women technologists. It is produced by the Anita Borg Institute and presented in partnership with Association for Computing Machinery (ACM). Google Fiber job descriptions and promotional materials were distributed at the conference.
Evening with Fiber	February 2015	Google Fiber held a recruiting event, including a formal program and networking reception, for national roles targeted at veterans for 165 guests on February 9, 2015 in downtown Austin, Texas. Participation in Ft. Hood military recruiting event occurred as a sourcing exercise ahead of the Fiber evening. As a result of this event, 725 leads were generated.
Service Academy Career Conference	March 2015 May 2015	Sponsor and participant at Service Academy Career Conference (SACC), a conference that allows active military servicemen/women and veterans to interface with a large number of companies and universities. Google participated in the SACC career fair and hosted invite-only receptions for strong candidates. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the conference.
On-campus MBA events	September 2014 - November 2014	Google conducted an outreach event at 19 unique MBA programs across North America. Outreach activities included, but were not limited to, managing information sessions, technical talks, participating in career fairs, engaging in on-campus interviews, and conducting special workshops. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the events.
Google Fiber Sourcing Jam	Once per quarter	Google Fiber selected top internal performers to vet resumes from Google's LinkedIn Recruiter account. Those individuals short-listed potential candidates for recruiter outreach.
OSP EXPO	September 2015	Participant in the OSP EXPO, a trade show promoting solutions, products, and technologies for today's rapid wireless and wireline network evolution. OSP EXPO brought OSP professionals from incumbent local exchange carriers, competitive local exchange carriers, and independent operating companies together to learn, network, and purchase products that solve their network challenges. Job descriptions on paper flyers and promotional materials were distributed at the conference.
Job Fairs - Internal	June/November Annually	Internal job fair that happens twice a year to recruit existing Googlers for new positions. Googlers are directed to an internal job posting site to see job descriptions.
Door-to-Door Employee Referrals	Ongoing	Internal recruiter-driven employee referral program.
Kansas City Digital Inclusion Fund	Ongoing	Developed, fundraised, and contributed to a just under \$1M fund, housed at the Greater Kansas City Cmty Foundation, that will provide grants to nonprofit organizations that help people increase their digital literacy skills and be better prepared for 21st Century workforce.
Job Fairs - External	Ongoing	University job fairs for undergrad/graduate-level recruiting. Paper flyers and promotional materials are given out, which contain the URLs for the external job postings.
Internal and External Job Postings	Ongoing	Internal --> all posted on a Google internal job posting site External --> all posted on google.com/careers External --> Third party sites rely on google.com/careers to promote our openings, including, but not limited to: linkedin.com, indeed.com, simplyhired.com
Unconscious Bias Training	Various sessions throughout year	Training offered to all Google employees and encouraged for all new Google employees within their first 90 days of joining the company. The training introduces participants to the science of unconscious thought processes, and how our minds -- without our knowledge -- may influence workplace perceptions and interactions. The training largely focuses on stereotyping, presenting both internal case studies and academic research showing how stereotypes can play out in a company.
Create Your World (STEM)	Various sessions throughout year	A Google Fiber-developed interactive experience for students, Create Your World inspires students with the power of code and the Internet. It aims to do this by helping them understand how code and technology are connected to topics that already interest them: music, animation, and activism.
Unlocking the Connection	Ongoing	Unlocking the Connection is an unprecedented initiative led by the Housing Authority for the City of Austin (HACA), focused on closing the digital divide for 4,300 residents in public housing. To support the program, Google Fiber is bringing free fiber connections to residents at all 18 of HACA's properties, providing computers for HACA's education and workforce training centers, and supporting on-site digital literacy training.
Digital Inclusion Fellowships	May 2015-ongoing	More than 80% of jobs require an online application. Yet more than 60 million Americans aren't online. With support from Google Fiber, the Nonprofit Technology Network (NTEN), has recruited, trained, and placed 16 fellows in nonprofit organizations in eight cities. The Fellows build new programs designed to help job-seekers and students get online.