



# JOB OFFER

## SYSTEM & MIDDLEWARE

### R&D ENGINEER

## THE COMPANY

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Nintendo European Research and Development (NERD) is a French subsidiary of Nintendo. We are a company of around 95 employees who share a passion for creating key software technology and cutting-edge solutions for Nintendo Switch™ and other Nintendo platforms. In close collaboration with counterparts in Japan and the USA, we contribute to fields such as emulation, signal processing, content generation, computer vision, machine learning, system development, optimization and security to create solutions deployed on over a hundred million homogeneous devices. Come discover an engaging and welcoming work environment in the heart of Paris and join our unique team in its mission to put smiles on people's faces!

## POSITION RESPONSIBILITIES

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NERD is looking for an engineer capable of designing and developing technologies that will be used by millions of players worldwide.

You will contribute to the development of system and middleware features that power Nintendo products, working on a range of complex and diverse projects.

Main responsibilities include:

- Develop robust and efficient solutions in C/C++.
- Design, implement, integrate, and improve software features on embedded hardware and consoles.
- Design and work with electronic prototypes and their development environments.
- Prototype new features and present them through functional demos.

For reference, the System and Middleware team has contributed to:

[Switch 2 Local Gameshare](#), [Switch 2 Joy-Con](#), [Mario Kart Live Home Circuit](#), [SNES/NES Mini](#), [Switch Sports](#), [Ring Fit Adventure](#), [Labo](#) and [Labo VR](#), [Jeux Wii sur eShop Wii U](#), [Super Stable 3D sur New 3DS](#).

## CANDIDATE PROFILE

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NERD is an equal-opportunities employer. All characters are welcome, regardless of gender, ethnicity, religion, sexual orientation, ableness or age.

We will be happy to move forward with the application process if you recognize yourself in several of the following points:

- Proficiency in C/C++, additional experience in a low-level language considered a plus.
- Solid understanding of operating systems, from the kernel to the application layer.
- Comfortable working with multiple toolchains (e.g., LLVM, GCC, MSVC).
- Networking skills (IP/TCP/UDP) and knowledge of wireless technologies (Wi-Fi, Bluetooth).
- Experience with inertial sensors as well as video, photo, or audio sensors.
- Knowledge of signal processing, filter design, and statistics.
- Team-oriented mindset, curios, and an interest in experimentation.

We expect candidates to be proficient in English, both written and spoken. Most employees speak French, but we also welcome non-French speaking candidates to apply. French, English and Japanese lessons are provided in the office for those willing to learn.

## ADDITIONAL INFORMATION

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This is a full-time position based in central Paris.

We welcome applications from motivated individuals, regardless of background or origin. What matters to us are your skills, curiosity, and willingness to learn.

At NERD, we offer:

- Personalized support, including mentorship opportunities to help with professional development.
- Flexible work arrangements to support work-life balance (remote workdays, flexible hours), while maintaining an on-site presence of at least 3 days per week to encourage collaboration and knowledge sharing.
- Family support programs, with financial aid for a place in private child daycare and relocation assistance, including candidates moving from abroad with their families.
- A diverse and international work environment, with experienced and supportive colleagues to guide you from day one.

The candidate can expect an annual gross salary of 48,000€ + 1400€\* per year of experience (+5% individual bonus).

For example,

- 5 years of experience: 55,000€

- 10 years of experience: 62,000€

\*Please note that this figure will vary depending on candidate's level of academic and professional experience, as well as other conditions like project management or leadership experience.

## CONTACT

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If you believe you are the right person for this position, please send a resume and a cover letter to **apply@nerd.nintendo.com** with **SYS2025** in the subject line.