

JOB DESCRIPTION

Role: Associate Software Engineer – Accelerated Development Track

Department: Engineering & Delivery

Location: Kolkata

Selection Pool: B.Tech (CS/IT/ECE) - Final Year Students

1. About the Role

We are recruiting for a specialized high-performance track within our organization. The software development landscape is shifting rapidly with the advent of AI-assisted programming. We are looking for engineering graduates who have moved beyond theoretical learning and are capable of building production-grade applications.

The selected candidates will not just be writing code; they will be expected to architect solutions, utilize modern AI development tools (like GitHub Copilot/Cursor) to accelerate delivery, communicate with executive presence, and maintain high standards of security and performance.

Note: This is a highly selective process. We are looking to onboard a small cohort of exceptional talent capable of demonstrating immediate value in live projects.

2. Technical Competencies

We do not expect students to know *everything*, but we require deep proficiency in at least one core stack from the list below. Candidates should identify where their strengths lie.

A. Core Programming Languages & Runtimes

- **Systems & Backend:** Java, C++, C#, Php/Laravel, Golang, Rust, Python
- **Web & Scripting:** TypeScript, JavaScript, NodeJS, Ruby (RoR), PHP
- **Mobile Native:** Swift, Kotlin

B. Frameworks & Libraries

- **Frontend:** ReactJS, NextJS
- **Backend:** Spring Boot, Django, NestJS, Ruby on Rails (RoR)
- **Mobile Hybrid:** Flutter, React Native
- **Data & Storage:** SQL (PostgreSQL/MySQL)



C. Modern Development Workflow

- Familiarity with AI-assisted coding tools (GitHub Copilot, Cursor, etc.) is highly valued.
- Ability to debug, refactor, and secure code generated by AI models.
- Strong understanding of Version Control (Git) and CI/CD basics.

3. Key Responsibilities

- **Global Client Engagement:** Act as a technical liaison for international clients. You must be able to articulate architectural decisions, explain technical constraints, and provide project updates with clarity and confidence.
- **Feature Development:** Design and implement scalable software features within stipulated timelines using modern tech stacks.
- **AI-Augmented Delivery:** Utilize AI productivity tools to accelerate coding tasks while maintaining strict security and logic standards.
- **Technical Translation:** Bridge the gap between engineering and business. You will be responsible for explaining "how" a feature works to non-technical stakeholders without over-complicating the conversation.
- **Code Ownership:** Take full responsibility for the quality and reliability of your code, ensuring it meets the rigorous standards expected by enterprise clients. If you use AI tools to assist in coding, you are responsible for verifying its logic, security, and efficiency.

4. Candidate Profile (Eligibility)

- **Active Builder:** Must possess a portfolio of side projects, open-source contributions, or active repositories on GitHub/GitLab.
- **Problem Solver:** Proven capability in Data Structures and Algorithms (demonstrated via competitive coding platforms or academic scores).
- **Adaptability:** Demonstrated ability to learn new languages or frameworks independently outside of the college curriculum.
- **Exceptional Communicator:** Must possess superior verbal and written communication skills. The ability to speak professionally, concisely, and confidently is a **mandatory requirement** for this track.

5. Selection Process

To ensure we identify the right talent, we are conducting a specialized screening process:

- **Preliminary Profile Assessment:** A mandatory objective assessment of technical skills, stack proficiency, and development habits.
- **Technical Assessment:** A live coding challenge to test logic and architectural thinking.
- **Interviews:** Multiple 1-1 discussion rounds on problem-solving approaches and behavioral fit.

