

## **Business Development Trainee (BDT)**

Scaler recognizes the importance of nurturing talent and providing opportunities for personal and professional growth. This document outlines the guidelines and expectations for the Business Development Trainee (BDT) job role within the organisation.

1. **Eligibility and Opportunity:** Students currently pursuing their degrees are eligible to apply for the Business Development Trainee (BDT) role at Scaler. BDTs are offered the opportunity to be converted to full-time employment upon completion of their degree, until attaining the degree the students will be working as interns in the organisation.
2. **Tenure of Internship and Conversion:** The internship duration will be 6 months (Tentative). During this period, BDTs undergo a comprehensive evaluation based on parameters such as performance, communication skills, decision-making, risk-taking ability, meeting business requirements, targets, etc. The evaluation process will commence after the second month of the internship. Upon successful evaluation, a Pre-Placement Offer (PPO) will be given by the organization. However, this PPO will become effective only upon successfully obtaining a degree and upon meeting the performance criteria.
3. **Evaluation Parameters:** This evaluation includes an assessment of their performance during the internship, communication skills, decision-making abilities, risk-taking capacity, meeting the business requirements and targets.
4. **Notification and Commitment:** BDTs are informed of their conversion status after the evaluation. It is crucial that BDTs commit to completing their internship with Scaler until they obtain their degree certificate. Leaving the internship prematurely may result in disqualification from the conversion process.
5. **Training, Equal Opportunity, and Policy Review:** Scaler is dedicated to providing training and development opportunities to help BDTs excel in their roles. The organization is committed to equal opportunity, and the conversion process is based on merit without discrimination. The document is subject to periodic review and potential amendments to align with organizational goals and industry best practices, with any changes communicated to all BDTs.