



JOIN US!!

We are looking for passionate professionals to be part of our Global Technology Center – Trivandrum Location. H&R Block, Inc. (www.hrblock.com) is a global consumer tax services provider. Tax return preparation services are provided by professional tax preparers in approximately 12,000 company-owned and franchise retail tax offices worldwide, and through H&R Block tax software products for the DIY consumer. H&R Block also offers adjacent Tax Plus products and services. For additional information on H&R Block, visit our website <https://www.hrblock.com> or for any queries regarding the placement program, feel free to call me at 9946660516.

Job Description: Associate Software Engineer

Associate Software Engineer is part of an agile development team and working on enterprise level software systems and new IT projects/ initiatives. Associate Software Engineer is involved, getting opportunity in all areas of software development cycle from design to development to testing. Candidates who are selected for this role with H&R Block will be chosen to work in transformational engagements and new initiatives which will provide you a challenging opportunity to excel in technology areas.

Working with an agile team to develop, test, and maintain web and desktop-based business applications as well as digital solutions.

- 1) Participate and contribute to the organizational level activities in the areas of “Innovation” and improvising the technical knowledge.
- 2) Learning the codebase and improving your coding skills.
- 3) Writing and maintaining code in line with the SDLC standards.
- 4) Working on minor bug fixes as per the defined Testing Framework of the organization.
- 5) Assisting in the collection and documentation of business / project requirements, development of user stories, and estimates.
- 6) Design, develop, and unit test applications in accordance with established standards.
- 7) Participating in peer-reviews of solution designs and related code.
- 8) Analyzing and resolving technical and application problems.

H & R BLOCK (INDIA) PRIVATE LIMITED

CIN: U72900KL2006PTC061897

Registered office address: Module No. 211 N & 211 S, 11th Floor,
Yamuna Building, SEZ Unit, Technopark Phase III, Kulathoor PO, Trivandrum – 695583
Phone No: 0471 – 4151550 e-mail id: info.hrbindia@hrblock.com. Website: www.hrblock.com



- **Education/ Qualification:** B. Tech (CSE/ECE/EEE/IT)/ MCA - Percentage above 70% or equivalent CGPA and no active backlogs.
- **Employment Type:** Full Time
- **Compensation Offered:** Total Compensation – INR 542,900 Lacs [4.5 lacs Fixed + Annual Incentive 5% (22,500) + Insurance Benefits 65,000 + Gratuity 5400]
- **Last date for student & college registration:** 11th August 2025, 5.00 PM IST • **Job Location:** Technopark, Trivandrum, Kerala State

Compensation and Benefit Plan		
Name:	Designation:	
	Salary	
C&B Components	Per Annum	Per Month
Basic salary	135,000	11,250
House rent allowance	101,250	8,438
Mobile and internet reimbursement	-	-
Leave travel concession	67,500	5,625
Food coupon	26,400	2,200
Professional pursuit allowance	-	-
Car maintenance	-	-
Driver reimbursement	-	-
Statutory Bonus @ 8.33%	27,000	2,250
Position Allowance	76,650	6,388
Special allowance	-	-
Company's contribution to PF	16,200	1,350
A) Total Fixed Compensation	450,000	37,501
Variable pay /Performance based Pay*:	22,500	
B) Total Annualised Compensation	472,500	
Other Estimated Benefits		
Insurance Benefits	65,000	
Gratuity	5,400	
C) Total Annual Compensation	542,900	
Note:		
Gratuity is payable as per the provisions of Payment of Gratuity Act, 1972		

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