

PRODUCT ENGINEERING	
Engineering Lead (React)	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in engineering • Must have 8-12 years of experience in developing web applications using Microsoft .NET. • Good to have experience in working with 3rd party integrations. • Excellent knowledge of C#, ASP.Net, .Net Core, Entity Framework, HTML, JavaScript, jQuery, Web services, and Web APIs. • Should have knowledge and Experience in JS-based UI frameworks like React for minimum of 4+Years. • Must be proficient in Microsoft SQL Server and RDBMS concepts. • Proficiency in developing reports using SSRS (or other report-building tools). • Good experience with design patterns and principles.
Engineering Manager	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in computer science, Engineering, or a related field • Minimum of 9+ of experience with at least 2 years in engineering management. • Excellent knowledge of C#, ASP.Net, .Net Core, Entity Framework, HTML, JavaScript, Web API, and Microservices. • Experience in SaaS product development. • Should have knowledge of JS-based UI frameworks like React. • Knowledge of Cloud Managed hosting services like AWS or Azure is required. • Good experience with design patterns and principles. • Should have experience in mentoring and coaching team members. Setting up their goals and evaluating the performance of the team members. • Excellent people management skills. • Should have a working knowledge of application security and performance.
Software Engineer – 2 (Mobile Development)	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • B.E/B.Tech. Degree in Computer Science or related technical discipline. • 2+ years of experience in software design, development, and algorithm related solutions. • Expert level knowledge & experience in Flutter is a must. • Good knowledge of automated unit testing for Flutter. • Good knowledge & experience in JavaScript & CSS. • Should have a good hold on any one database. (SQL Server and SQLite is preferred).

Solution Engineering	
Engineering Manager (Mysore)	<p>Required Skills & Experience:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in computer science, Engineering, or a related field • Minimum of 9+ of experience with at least 2 years in engineering management. • Excellent knowledge of C#, ASP.Net, .Net Core, Entity Framework, HTML, JavaScript. • Experience in SaaS product development. • Knowledge of Cloud Managed hosting services like AWS or Azure is required. • Good experience with design patterns and principles. • Should have experience in mentoring and coaching team members. Setting up their goals and evaluating the performance of the team members. • Excellent people management skills. • Should have a working knowledge of application security and performance

DEMO	
Senior Software Engineer	<p>Required Skills & Experience:</p> <ul style="list-style-type: none"> • BE/B.Tech Degree in Computer Science or related technical discipline. • 3 to 9 years of experience in software design, development, and algorithm related solutions. • 3+ years of programming experience in Microsoft Stack (Strong C#, ASP.NET Web forms, JavaScript, jQuery, SQL Server, HTML, CSS). • Must be proficient in Microsoft SQL Server 2014 and RDBMS concepts. • Good to have knowledge on PostGRE SQL and experience with 3rd party integration. • 3+ years of experience in building internet facing highly secured performant Web Application.

PROFESSIONAL SERVICES	
Software Engineer - Technical Architect Group	<p>Required Skills & Experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in science, technology, engineering or mathematics, or related field. • 3 to 5 years of experience coding: C#, SQL, JavaScript, RestAPI, etc. • Middleware experience: MuleSoft, Boomi, Workato (or similar). • Tool experience: Visual Studio, Postman, or SoapUI (or similar). • Experience with data transformation and data communication protocol. • Analytical mindset with an ability to exercise sound judgment in evaluating situations, applying logic, making decisions, and providing objectivity. • Well-developed critical thinking and problem-solving skills required to apply technical knowledge to reach conclusions from testing results, data collation, load calculations, statistical analysis, and arriving at the most effective, economical, and logical solution. • Highly effective interpersonal and communication skills when interacting with

	<p>others, and effectively articulating complex data in a simple, actionable manner.</p> <ul style="list-style-type: none"> • Ability to work independently as well as part of a globally distributed team. • Background in infrastructure management or capital project planning is a plus. • Certifications related to Data Science or Information Management are a plus. • Demonstrated high level of self-leadership with attention to detail, accuracy, results in orientation, and managing multiple priorities in a dynamic work environment. • Strong ability to work independently and provide guidance and leadership to the junior team or project members, with strict adherence to QA/QC.
Associate Business Analyst	<p><u>Required Skills and Experience</u></p> <ul style="list-style-type: none"> • B.S. degree required (Preferably Computer Engineering or Civil Engineering Major) • Minimum of 2 years of relevant experience with client-facing delivery of enterprise-scale web applications (or similar products) • Outstanding verbal, presentation, and written communication skills • Solid understanding of Microsoft technology and its application in enterprise environments. • Ability to interact with and lead international teams • Understanding of software development processes and engagement methodologies • Excellent problem-solving skills, with a demonstrated ability to identify and solve problems • Strong conflict resolution and negotiation skills • Willingness to travel within North America up to 50%. • Strong background in linear construction, infrastructure management or capital project planning is a plus

MARKETING	
Content Specialist and Senior Content Specialist	<p><u>Required Skills & Experience:</u></p> <ul style="list-style-type: none"> • At least three to four years of agency experience or content writing, sales enablement, product marketing or in a similar role, preferably at an established B2B SaaS firm. • Proven record of excellent writing demonstrated in a professional portfolio. • Experience creating easily understood content from a complex, technical product suite. • Advanced written and verbal communication skills with a good command of American English • Strong skills in creating original content that targets a specific audience and meets company objective • Expertise in MS Office and other content management systems • A degree in writing, creative writing, English, journalism, mass communication and media studies would be a plus.

Specialist 1 - Marketing Operations	<u>Required Skills and Experience</u> <ul style="list-style-type: none"> • Strong analytical and problem-solving skills. • Strong written and verbal communication skills. • Eagerness to learn and adapt to new processes. • Ability to work collaboratively in a team environment. • Proactive and self-motivated attitude. • Strong time management skills. • Basic understanding of marketing principles. • Familiarity with data analysis tools and Excel.
Communication Manager	<u>Required Skills and Experience</u> <ul style="list-style-type: none"> • 5+ years of broad communications and messaging impact at an established B2B SaaS firm and demonstrated ability to understand customer needs. • Passionate writer with outstanding oral and written communication skills and a flair for creating world-class content pieces. • Experience operating at the C-suite level and executive presence to build bonds and rapport with senior leadership at large public sector organizations. • Technical track record with the ability to synthesize a complex platform into clear messaging for a broad audience, including prospects, customers, colleagues, media, and industry specialists. • High level of attention to detail and experience managing multiple projects to successful completion simultaneously. Comfortable working in a high-growth environment with competing priorities among a globally dispersed team. • Bachelor's degree in marketing, business, communications, or related field. MBA or other post-graduate degree preferred. • Experience with the United States public sector market or familiarity with engineering and construction is preferred.

TRAINING & DEVELOPMENT	
Instructional Designer/Training Specialist	<u>Required Skills and Experience:</u> <ul style="list-style-type: none"> • Five plus years of experience in analysing, designing, and developing high quality courseware and learning content. • Proficient in learning theories, instructional design models, such as ADDIE, and writing standards, such as MSTP. • Lesson and curriculum designing skills. • Experience in leveraging AI technologies for learning content creation. • Good eye for detail, design, and typography, and strong visualization skills. • Proven ability to work well independently and as part of a team.

T&D – Intern	<u>Required Skills and Experience:</u> <ul style="list-style-type: none"> • Knowledge on writing, editing, developing documentation. • Excellent editing, writing, and verbal communication skills. • Good eye for detail, design, typography, and strong visualization. • Sound knowledge of Technical Writing principles, standards, and methods. • Ability to author quality documentation with aggressive deadlines. • Proven ability to work well independently and as part of a team.
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PRODUCT MANAGEMENT	
Associate Product Manager / Product Owner	<u>Required Skills and Experience:</u> <ul style="list-style-type: none"> • B.E / B.Tech (Any Stream) or equivalent and higher • Minimum of 2 to 5 years of experience working as Product Manager/Business or Functional Analyst for a product organization. • Experience defining software product requirements for Project Management and /or Enterprise solutions, prefer experience in Capital Project and Planning Management or any equivalent Enterprise solutions. Experience with Agile methodologies and tools preferred. • Prior experience in product design or product management is a must • Cross disciplinary knowledge – technology, sales, finance, marketing, project management • Problem solving skills. The ability to identify issues early on and take steps to mitigate the risk.
Product Documentation Specialist	<u>Required Skills and Experience:</u> <ul style="list-style-type: none"> • Bachelor's degree in communications, Education, Technical Writing, or a related field • Relevant experience in product documentation, training, or a related role for 4 years • Proficiency in creating and editing videos using tools such as Adobe Premiere, Final Cut Pro, or similar. • Strong writing and editing skills, with the ability to convey complex product information clearly and concisely • Experience in designing and developing training materials and educational content • Knowledge of documentation management systems and content management tools • Develop and maintain comprehensive product help guides and documentation • Create engaging and informative product help videos and onboarding guides.

FINANCE	
Finance - Intern	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • BCom/MBA Fresher from Finance Background • Microsoft Office Skills – Microsoft Word, Excel • Sharp Attention to detail – This is detail-oriented role requiring candidate to ensure completeness and accuracy at work while handling volume. • Accounting Vocabulary should be good to understand terminology related to financial statements, Invoices, transactions. • Communication – The candidate should be able to maintain cordial relationships within team, other functions, senior management as well as vendors. • Time Management – This role is deadline driven – punctually accounting the invoices and ensure accurate payment to vendors on time.

CUSTOMER SUPPORT	
Software Support Analyst	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in engineering or related fields. • Solid understanding of Microsoft technology and its application in enterprise environments. • Microsoft VSTS, Microsoft .Net, C# & Microsoft SQL • Knowledge of client-side scripting (JavaScript) will be an added advantage. • Outstanding verbal, presentation, and written communication skills. • Flexibility to work in night shifts. • Ability to determine and distinguish user requests from true business needs. • Excellent problem-solving skills, with a demonstrated ability to identify and solve problems.

Program Management	
Program Manager	<p>Required Skills and Experience:</p> <ul style="list-style-type: none"> • BE/B-Tech and MBA • 12+ years of overall experience with at least 3+ years as a Program Manager in Product organization having an Agile delivery & execution environment. • Must have exceptional leadership skills, a strategic mindset, and a proven track record of delivering results in a fast-paced product development environment.

	<ul style="list-style-type: none"> • Must have either of the certification in: PgMP, SAFe, CSM/PSM or PMP. • Should have excellent hands-on knowledge of PMI Program Management principles, Agile ways of working (WoW), • Should have excellent working understanding of Scrum framework, with all its artifacts, ceremonies, and techniques. • Proficient in one or more Agile project management tools - Azure DevOps preferable. • Effective communication and interpersonal skills - written and verbal to senior leadership. • Awareness and experience with widely successful Agile techniques: User Stories, TDD, Continuous Integration, Continuous Testing. • Must have knowledge of Cloud, SaaS products, Microservices and distributed DevOps systems, Engineering best practices and frameworks in software/product development.
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Site Reliability Engineering	
Senior Software Engineer - 1 DevOps	<p><u>Required Skills and Experience</u></p> <ul style="list-style-type: none"> • Education Qualification • 4 or more years of hands-on experience with AWS, Kubernetes, Terraform, Python - (Mandatory) • Must have experience with CI/CD tools such as - AzureDevOps (ADO)/Jenkins or similar tools – (Mandatory) • CKA (Certified Kubernetes Administration) – Mandatory for 5+ years' total experience. • Should have hands-on experience on Linux administration. • Candidate should have in-depth understanding of cloud networking concepts such as VPC peering, VPN connectivity, EKS networking, load balancer and web application security. • Should be well versed in General monitoring, release specific monitoring, Security monitoring tools such as NewRelic, Sumologic, OpenSearch/Kibanna, CrowdStrike etc. should be able to identify gaps and provide process improvements. • Should have basic coding skills with SDLC process, (Python, .Net) - Mandatory. • Should have ability to conduct regular tests on Disaster management, Business continuity Plan for various application components on AWS and make improvements. • Should have ability to co-ordinate between different cross functional orgs such as devs, management on various tasks, vulnerability management etc.

	<ul style="list-style-type: none"> • Must have one among AWS Solutions Architect/SysOps/Developer associate level certifications. AWS Solutions Architect/DevOps Engineer Professional/Specialty certifications preferred.
Lead DBA	<p><u>Required Skills and Experience</u></p> <ul style="list-style-type: none"> • Education Qualification : B. E/ B. Tech (CS, IS, IT, ECE) • Analyze Queries and Stored Procedures, tune the SQL for optimal performance. • Strong Experience and hands-on in database modelling, administration, tuning and troubleshooting performance problems. • Knowledge on Replication. • Strong knowledge on database backup & recovery. • Implementation and maintenance of High Availability & Disaster Recovery setup for Business Continuity Plan, “on-premises” or on “Cloud” • Understanding of streaming data analytics and resources. • Minimum 5 years of experience in Postgresql administration, preferably on AWS cloud. • Hands on experience with NO SQL databases (DynamoDB, mongo dB etc.) • Experience with cloud databases. • Monitor Production Servers for optimal performance. • Experience in Data Migration between disparate systems. • Powershell scripting for administration and job automation required. • Exposure to AWS cloud infrastructure and database tuning on Amazon RDS.

QE COE	
SDET Lead	<p><u>Required Skills and Experience:</u></p> <ul style="list-style-type: none"> • 5+ years of experience as an SDET with a proven track record of success. • Solid understanding of software development methodologies and testing principles (e.g., Agile, Test Automation Frameworks). • Expertise in designing and implementing automated test cases using frameworks like Selenium, Appium, etc. • Strong leadership and communication skills, with the ability to inspire and motivate a team. • Passion for quality and a relentless pursuit of excellence. • Strong analytical and problem-solving skills, with the ability to think critically and creatively.

	<ul style="list-style-type: none"> • Experience in CI/CD pipelines and a bonus if you're familiar with API testing and performance testing. • Lead the charge: Drive the vision and execution of our software testing strategy across various projects and product lines. • Champion automation: Design, implement, and optimize automated testing frameworks using cutting-edge technologies and methodologies. • Mentor and coach: Foster a culture of learning and growth within your team, sharing your expertise and guiding individual development. • Collaborate effectively: Build strong relationships with development and product teams, ensuring seamless integration of testing throughout the software lifecycle. • Think outside the box: Identify opportunities for improvement in our testing processes and propose innovative solutions for enhancing quality. • Communicate clearly: Proactively share insights and reports, keeping stakeholders informed of progress and potential risks.
SDET - 2	<p><u>Required Skills and Experience:</u></p> <ul style="list-style-type: none"> • Experience: 2-4 years with at least 2 years of automation experience who uses their software development skills to enhance the quality of the software • Programming Skills: Proficiency in Java or C# is crucial. This includes understanding of data structures, algorithms, and OOP concepts. • Test Automation: Experience with automation tools like Selenium, Playwright & Appium. Ability to write and maintain automated test scripts and proficiency in popular test engines like JUnit, TestNG, PyTest, etc. • Understanding of Software QA Methodologies: Knowledge of various testing methodologies like unit testing, integration testing, system testing, and acceptance testing. • Problem-Solving Skills: Strong analytical and problem-solving skills to find and report potential bugs. • Communication Skills: Excellent communication skills to effectively collaborate with the development team and stakeholders. • Agile/Scrum: Experience working in an Agile/Scrum development process. • Version Control Systems: Experience with version control systems like Git. • CI/CD Tools: Understanding of Continuous Integration/Continuous Deployment tools like Jenkins, Bamboo, or Azure DevOps.

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| | <ul style="list-style-type: none">• Database/SQL: Ability to write SQL queries and understand relational database concepts. |
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