Basic Q&A

1. Tell me about yourself?

As you are aware, my name is Chaitanya, and I am a Data Engineer with 7.9 years of experience in data engineering, and cloud technologies. I have worked with two organizations so far: CenturyLink, a U.S.-based telecom company, and Société Générale, a French investment bank, where I currently work.

I started my career at CenturyLink as a Production Support Engineer, where I monitored 30+ applications to ensure smooth operations. After two years, I moved to the Development team, where I worked on ETL pipelines—extracting data from different sources, transforming it as per business needs, and loading it into data warehouses.

Currently, at Société Générale, I manage credit risk data pipelines and ensure data accuracy for regulatory reporting. My work includes designing and optimizing data workflows in Databricks, fixing pipeline issues, supporting the production team with job failures, and mentoring team members. I am also part of the homologation team, where I handle monthly releases for the SAFIR Credit Risk Application in a pre-production environment.

Over the years, I have worked with various Data and DevOps tools. In my early career, I used Informatica PC, Oracle, Teradata SQL, Shell Scripting, and Control-M. Later, I gained experience in cloud and advanced data technologies like Databricks, Delta Lake, PySpark, and AWS services such as EC2, S3, Glue, Step Functions, and Lambda.

One of my key strengths is SQL, which has allowed me to work efficiently with databases like Oracle, Teradata, and PostgreSQL to optimize queries and improving system performance.

I enjoy working with data, and learning new technologies. I look forward to contributing my skills to your team and for the impactful projects.

That’s a bit about me—excited to discuss how I can add value to your organization!

1. Why do you want to change your job?

The main reason I’m looking for a job change is that I have been with my current company for almost four years, and it has been a great learning experience in data engineering and AWS cloud technologies. My current project is now in its final stage and will soon go live. Due to some reorganization within my business unit, I would need to move to another project in another business unit.

Instead of moving to an internal project, I feel this is the right time to explore new opportunities, work with different technologies, and gain more hands-on experience in cloud and data engineering. I want to take on new challenges that will help me grow further in my career.

Also, I am looking for better career growth and fair compensation that aligns with my skills and market standards.

1. What are your salary expectations?

My current CTC is ₹19.3 LPA, and it's entirely fixed. There's also a 15–25% variable component based on both individual and company performance.

I do have an offer from Cognizant and a few others in the pipeline. Based on my experience, skill set, current compensation, and the offers I’m holding, I’m expecting a fixed package in the range of ₹32 to ₹34 LPA.

That said, I’m genuinely very interested in this opportunity because it closely matches my skillset—especially with the chance to work on the Databricks platform, which is something I’ve been actively looking for but is quite rare to come by in other roles.

Also, to be transparent, I’m not aiming for any counteroffer or retention discussion with my current employer. I’m looking to make a focused and forward-looking move. However, I’m open to discussing the overall salary structure you’re offering.

1. Family background.

We are four members in my family. My father has a garment business. My mother is a homemaker. I have a younger brother. He is also working in IT.

1. Hobbies.

My hobby is learning new technologies. Right now, I am very interested in Generative AI. ChatGPT is one of the top tools in this area. It now has a new model called GPT-4o, which can even talk using voice.

* Could you please explain the salary structure at HCL?
* I would like to understand more about the variable pay components at HCL, the Variable Pay and the Engagement Performance Bonus (EPB).
  + Are these components paid monthly, quarterly, or annually?
* When does the salary hike cycle typically occur at HCL?
* Apart from the fixed compensation, what additional benefits or perks does HCL offer?
* Will I be assigned directly to a project, or is there a possibility of being on the bench initially?
  + Also, could you confirm which client I was interviewed for?