

### 1. Company Overview

- **Name:** TechNova Solutions Pvt. Ltd.
  - **Founded:** 2018
  - **Headquarters:** Islamabad, Pakistan
  - **Type:** Private IT Services & Product Development Company
  - **Mission Statement:** *To deliver cutting-edge digital solutions that empower businesses and create lasting impact.*
  - **Vision:** *To become a global leader in AI-driven software innovation.*
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### 2. Services Offered

#### 1. Web & Mobile Application Development

- Full-stack development (React, Angular, Vue, Django, FastAPI)
- Android & iOS apps (Flutter, React Native)

#### 2. Artificial Intelligence Solutions

- Natural Language Processing (NLP)
- Computer Vision (CV)
- Agentic AI applications (LangChain, LLMs)

#### 3. Custom Software Development

- ERP systems
- CRM solutions
- E-commerce platforms

#### 4. UI/UX Design

- User research & prototyping
- Wireframing and interactive design

## 5. Cloud & DevOps

- Cloud migration (AWS, Azure, GCP)
  - CI/CD pipelines
  - Kubernetes & Docker deployment
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## 3. Departments & Responsibilities

- **AI Team** → Builds ML/AI models, LLM agents, and intelligent automation systems.
  - **Backend Team** → Handles APIs, databases, authentication, and business logic.
  - **Frontend Team** → Designs and implements user interfaces (web & mobile).
  - **QA & Testing Team** → Conducts software testing (manual & automated).
  - **DevOps Team** → Ensures smooth deployment, cloud management, and scalability.
  - **Sales & Marketing Team** → Brings in clients, handles campaigns, builds brand visibility.
  - **HR & Operations** → Manages hiring, employee welfare, and company policies.
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## 4. Company Policies

- **Work Hours:** 9 AM – 6 PM (Mon–Fri)
  - **Leave Policy:**
    - 18 annual paid leaves
    - 10 sick leaves
    - Public holidays as per government calendar
  - **Remote Work:** Hybrid model (2 days remote, 3 days office)
  - **Confidentiality:** Employees must sign NDA before joining.
  - **Code of Conduct:** Professional behavior, respect for diversity, and ethical work practices.
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## 5. Employee Benefits

- Health insurance (self + dependents)

- Annual performance bonus
  - Learning allowance for certifications
  - Team-building events & trips
  - Flexible work arrangements
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## 6. Career Growth Path

- **Intern → Junior Developer → Developer → Senior Developer → Team Lead → Project Manager**
  - Performance reviews conducted every 6 months.
  - Promotion based on merit, contribution, and leadership.
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## 7. Tools & Technology Stack

- **Programming Languages:** Python, JavaScript, TypeScript, Java
  - **Frameworks:** React, Angular, FastAPI, Django, Spring Boot
  - **AI/ML Libraries:** PyTorch, TensorFlow, HuggingFace, LangChain
  - **Databases:** PostgreSQL, MySQL, MongoDB, Redis
  - **Version Control:** Git, GitHub
  - **Project Management:** Jira, Trello, Asana
  - **Communication:** Slack, Microsoft Teams, Zoom
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## 8. Sample Projects

1. **ChatNova (AI Chatbot)** – LLM-powered chatbot for customer support.
  2. **VisionTrack (CV System)** – AI system for security surveillance and anomaly detection.
  3. **NovaERP** – Custom ERP for SMEs to manage finance, HR, and sales.
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## 9. Contact Information

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