



# Company Analysis

JUSPAY

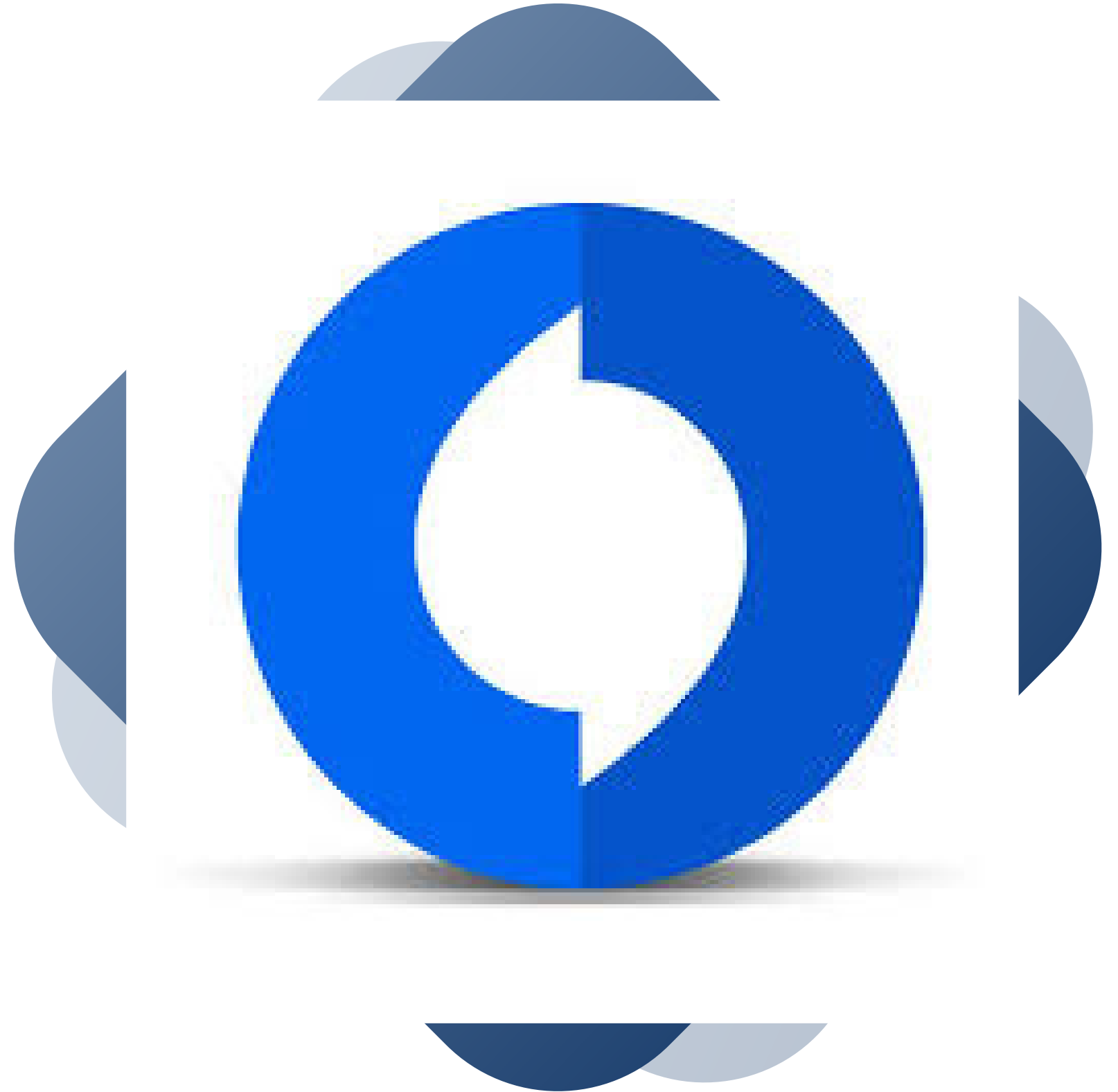
An in-depth analysis of Juspay's hiring profiles, work culture, and technical opportunities.

# Agenda

- Overview of Juspay
- Hiring Profiles & Roles
- Technical Skills Required
- Recruitment Process
- Compensation & Benefits
- Work Culture & Life at Juspay
- Projects & Innovation
- Conclusion

# About the Company

- Founded in 2012, Juspay is a leading fintech company specializing in mobile payments.
- Mission: Simplifying online payments and creating a secure transaction environment.
- Clients include major players like Amazon, Flipkart, and Uber.





# Hiring Profiles

Juspay primarily hires for roles like:

- Software Development Engineer (SDE) (Frontend, Backend, Fullstack)
- Product Engineer
- Data Scientist
- DevOps Engineer
- UI/UX Designer

These roles typically require proficiency in programming (Python, Java, Go), system design, and problem-solving skills.

# Role Overview

Software Development  
Engineer



## Key responsibilities

Designing and building scalable payment solutions, API development, and working on payment gateways.



## Skills

Proficiency in backend tech stacks (Java, Node.js), microservices architecture, cloud platforms (AWS).



## Career Path

Intern > Junior SDE > Senior SDE > Lead Engineer.

# Role Overview

Product Engineer



## Key responsibilities

Focuses on building and optimizing Juspay's payment products.



## Skills

Combines technical skills and product management insights.



## Career Path

Works closely with the product and engineering teams to implement and improve product features.

# Role Overview

Data Scientist



## Key responsibilities

Role involves analyzing payment data to derive business insights and develop AI/ML models for fraud detection and transaction forecasting.



## Skills

Python, machine learning algorithms, SQL, data visualization tools.



## Career Path

Fraud detection, optimizing transaction flow, predictive analytics.

# Recruitment Process Overview

Juspay Recruitment Process



**Step 1**

Online Coding Test  
focused on problem-  
solving and data  
structures.

**Step 2**

Technical Interviews  
system design,  
algorithms, and coding  
challenges.

**Step 3**

Cultural Fit Interview  
aligning with Juspay's  
mission and values.

**Step 4**

Offer  
negotiation and final offer  
process.



# Recruitment Process Detailed

Recruitment Process - Detailed  
Stages

**CODING ROUND**

Platforms like  
HackerRank or  
CodeSignal, focusing  
on problem-solving.

**SYSTEM DESIGN  
INTERVIEW**

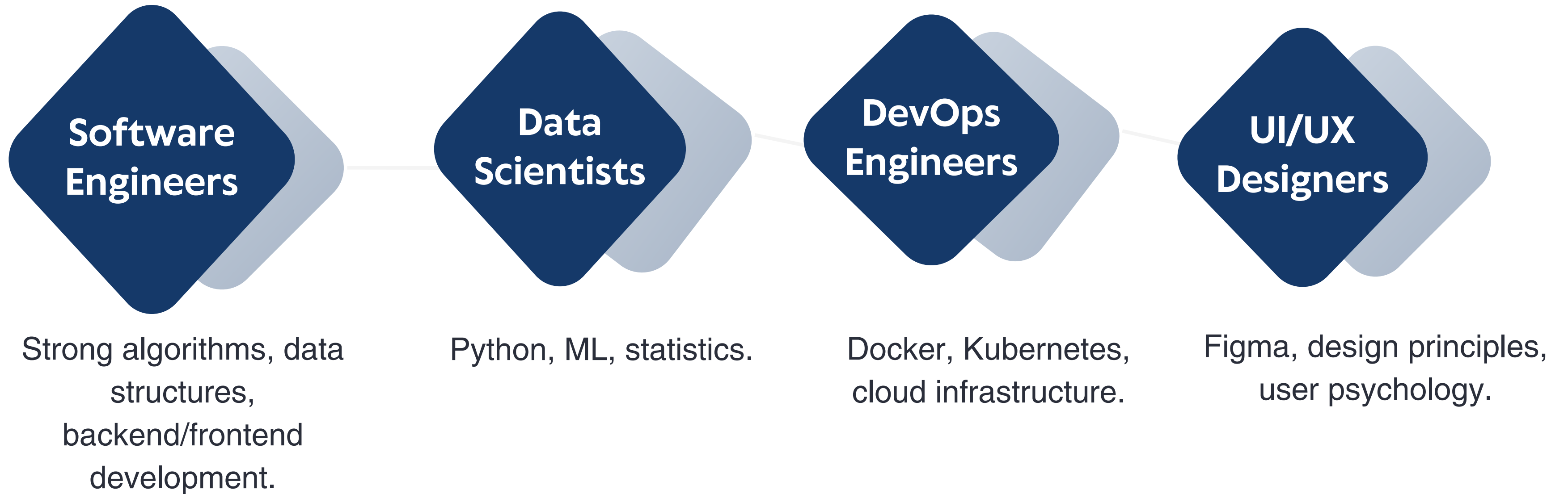
Serviceable Available  
Market (SAM)

**FINAL HR  
INTERVIEW**

Serviceable Obtainable  
Market (SOM)

# Technical Skills Needed

Technical Skills Required for Various Roles



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# Compensation Overview

Compensation at Juspay



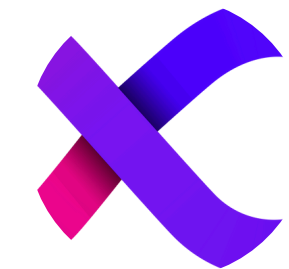
## **SDE:**

₹12-18 LPA for freshers, up to ₹35 LPA for senior roles.



## **Data Scientist**

₹15-20 LPA.



## **DevOps Engineer**

₹12-16 LPA.



## **Perks:**

Health insurance, flexible work hours, performance bonuses.

# Benefits & Perks

Benefits at Juspay

- ◆ Work-from-home options.
- ◆ Health and wellness programs.
- ◆ Stock options and equity plans.
- ◆ Learning and development budget for personal growth.

# Work-Life Balance



Emphasis on innovation and personal time management.



Flexible working hours, hybrid work model.



Employee reviews suggest a good balance between challenging projects and personal life.



# Projects & Technologies



## **UPI Stack**

Revolutionizing mobile payments with fast, secure UPI solutions.



## **Express Checkout**

Simplifying online transactions, increasing conversion rates.



## **Safe Gateway**

High-security payment gateway using encryption and tokenization.

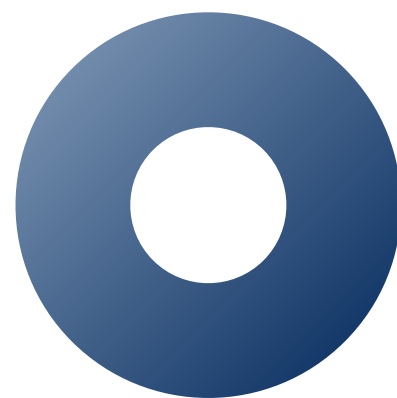


# Innovation at Juspay

Innovation and R&D at Juspay



Focus on AI, blockchain for payments, and reducing transaction friction.



R&D teams continuously work on evolving new payment solutions like Juspay Safe.



**Thank You!**