

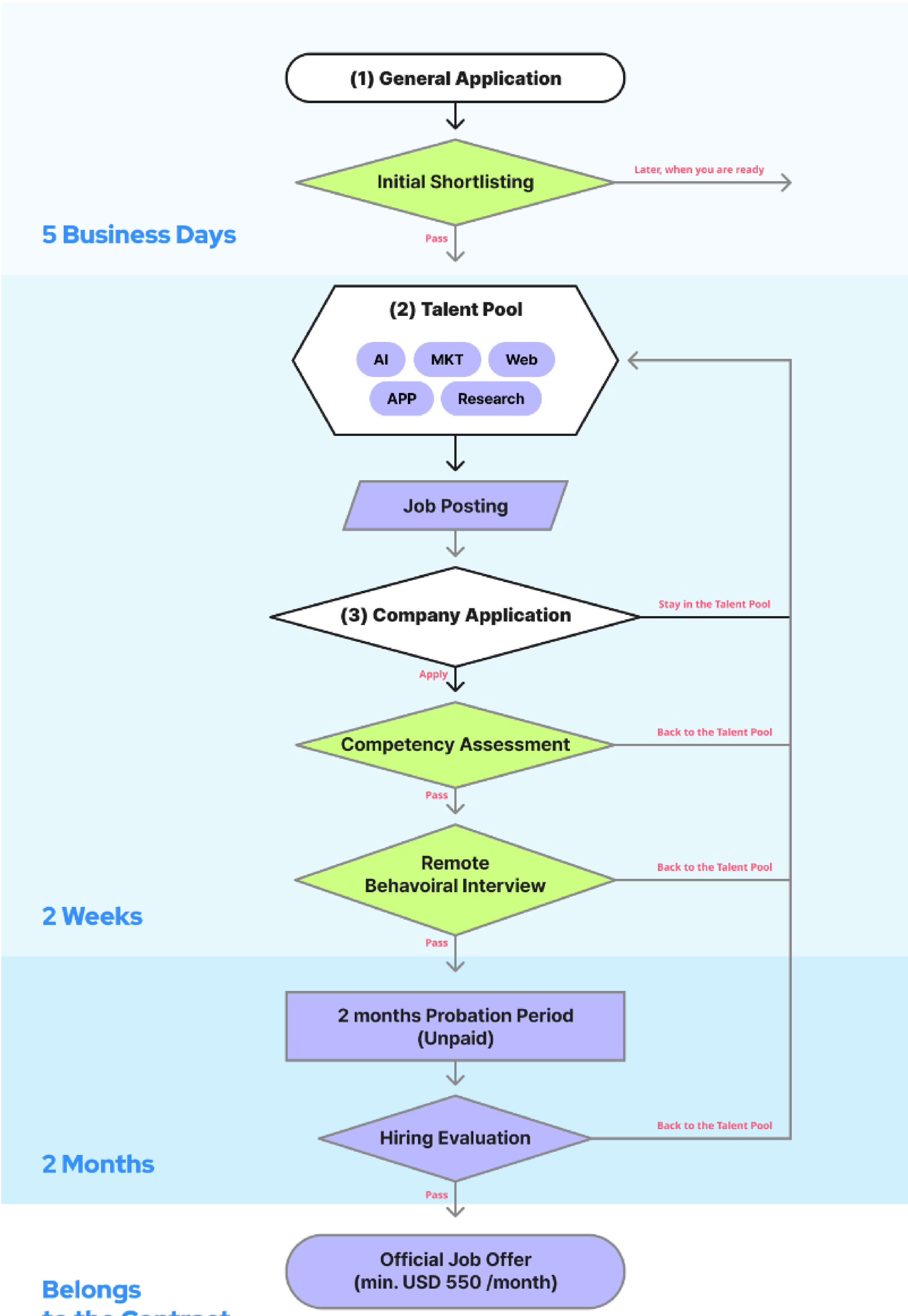
Detailed Guide for Callus

Thank you all for joining **Callus**.

We are bringing unique job opportunities to talented candidates from all over the world.

Please read carefully below

HOW IT WORKS



After you have submitted **(1) General Application**, If you pass the shortlisting stage, you will receive an email with an invitation link to join our Talent Pool (WhatsApp Channel).

Once you join the **(2)Talent Pool(Whatsapp channel)**, you will continuously receive job postings from various companies.

If you are interested in any posting, please apply through the (3) Company Application.

The **(3)Company Application** may include a ‘Competency Assessment’ to evaluate your skills in relation to the job description.

After completing the assessment, you must submit the result no later than the deadline specified in the job posting, using the link provided.

If you pass the test, you will be assigned the company you applied for.

Your 2-month internship will serve as a probationary period(*unpaid*) to evaluate your suitability for full-time employment.

If you demonstrate your capability during this period, you will receive a job offer (*minimum USD 450 / month*) at the end!

Shortlisting

1. **General shortlisting** : Verifying the information provided in your application.
2. **Competency Assessment** : Completing a task to evaluate your skills related to the project.
3. **Remote Behavioral Interview** : An industry leader will conduct an interview to assess your fit within their team.

Rules and Regulations

1. **You CANNOT apply for multiple company applications** simultaneously. While you are working on a competency assessment or an interview, you are not allowed to apply for another position.
2. **You MUST submit all required deliverables** through the provided link by the deadline stated in the job posting.
3. If your deliverables do NOT meet all the requirements specified by the industry partner, your application will NOT be considered for further review.
4. The **QUALITY** of your deliverables is the most important factor in securing the job position.
5. Only candidates who have completed the competency assessment and submitted deliverables that meet all industry requirements will be invited to join a private WhatsApp group chat to reserve a slot for an industry interview session.
6. All materials shared in the channel are confidential. **Sharing any information publicly or outside the group is strictly prohibited.**
7. Each job posting has **a maximum capacity of 5 candidates.**

8. You **MUST NOT share** the WhatsApp invitation link with anyone. Any attempt to access the WhatsApp channel without first passing the **(1) General Application Shortlisting** will result in immediate removal from the entire program.