



Sponsor Casework Operations  
Sponsor Applications Team  
UK Visas and Immigration  
PO Box 3468  
Sheffield  
S3 8WA

5 November 2020

To whom it may concern,

**RE: Sponsorship License application for Leela Consultancy Limited**

**Sponsorship License application reference number: SPL7613000540**

I am writing in support of the Sponsorship License application, which was made online today by Leela Consulting Limited, Company number 7204067. I will be acting as the Representative for the business and will become a Level 1 user as soon as possible. The Authorising Officer is an employee and Director of the business, Mr Shiv Kumar Thakur. Mythreyi Thakur is the Technical Director and will be responsible for the technical team that Leela are looking to build imminently.

I hereby confirm that I have carried out a full audit for Leela Consultancy Limited and I have found that they meet the all of the requirements under Appendix D. I am confident that they have the relevant processes in place to be compliant as an A Rated Sponsor and they will have my ongoing support to ensure that this remains the case.

**About Leela Consultancy Limited – [www.leelaconsultancy.co.uk](http://www.leelaconsultancy.co.uk)**

Leela Consultancy Limited is an East London based Consultancy firm providing IT expertise and services as part of Software as a Service (SaaS) working model. The business was initially incorporated in the name of Garika Agri Business Limited on 25<sup>th</sup> March 2010 by Mr Thakur, but the business was dormant until it changed name to Leela Consultancy Limited on 5<sup>th</sup> February 2018 and began trading. It is Leela's intentions to obtain office space as soon as possible, but it's not practical during these unprecedented times. Working hours of the business is 9am – 5pm.

Leela Consultancy Limited aims at providing affordable and efficient software expertise to individuals, start-ups, small businesses and bigger firms. The firm provides roadmap and bespoke software solutions to clients based on their specific IT requirements and financial reach. It also aims at providing clients with feasible IT solutions and software development service in building and maintaining their applications.



As part of serving clients with dependable and up to date technical expertise in the ever changing and dynamic software world, Leela Consultancy Limited is looking for top end resources in the areas of Database Administration, Workflow and Web Development, Frontend development, Computer Aided Design and simulation, Container (Kubernetes) Deployment and Automated & Black Box Testing.

Leela Consultancy Limited addresses all stages of software development life cycle including initial roadmap, architecture, backend migration, integrative testing, deployment and support services. This eases client's burden to constantly update and maintain their application software and guarantees smooth running software setup.

#### **Why Leela Consultancy Limited wish to apply for a Sponsors License**

Leela Consultancy Limited are currently working on a variety of IT related projects that require specialist skills which are becoming increasingly more difficult to fill. The roles in which my client wants to fill mostly fall within skill shortage criteria and whilst they are committed to recruiting from within the UK labour force, they would like to be prepared with a license in case they receive good qualify applications from overseas workers.

To ensure that Leela Consultancy can deliver a high quality service to their clients and complete their projects within a timely manner, it is essential that they are able to recruit technical resources as and when the need arises. Having a license will enable my client to recruit the best talent available in the market place, within a reasonable time frame, thus ensuring that they have skilled staff on hand to fulfil their clients' project requirements.

To give a quick perspective of Leela Consultancy, following is one of multiple software projects it is currently implementing for the client:

#### **PrivacyPolicyDataMetrics:**

**Scenario:** Online internet users visiting a site are presented with an option to accept Privacy Policy. For a common user it represents data protection but does not provide a visual summary of how personal data (user device information, unique identifiers, browsing patterns etc.) is collected, stored and used by third parties. Nor how third parties are using personalized content and geolocation to apply market research and generate audience insight algorithms.



**Aim/Target:** Leela Consultancy's client project involves developing a web-based application that provides the visual summary of privacy policy data related metrics in the form of graphs, charts details. In other words, when user provides a link of a website, application runs through all the data usage of third parties behind the scenes, legitimate usage and risk level of such usage of personal data.

Generate a 3D model of optional data and compulsory data. Give visual control to users based on diagrams, graphs and chart to pick and choose the consent for cookies.

Registered users receive text messages and email updates about any changes in Privacy Policy terms and conditions for registered web sites.

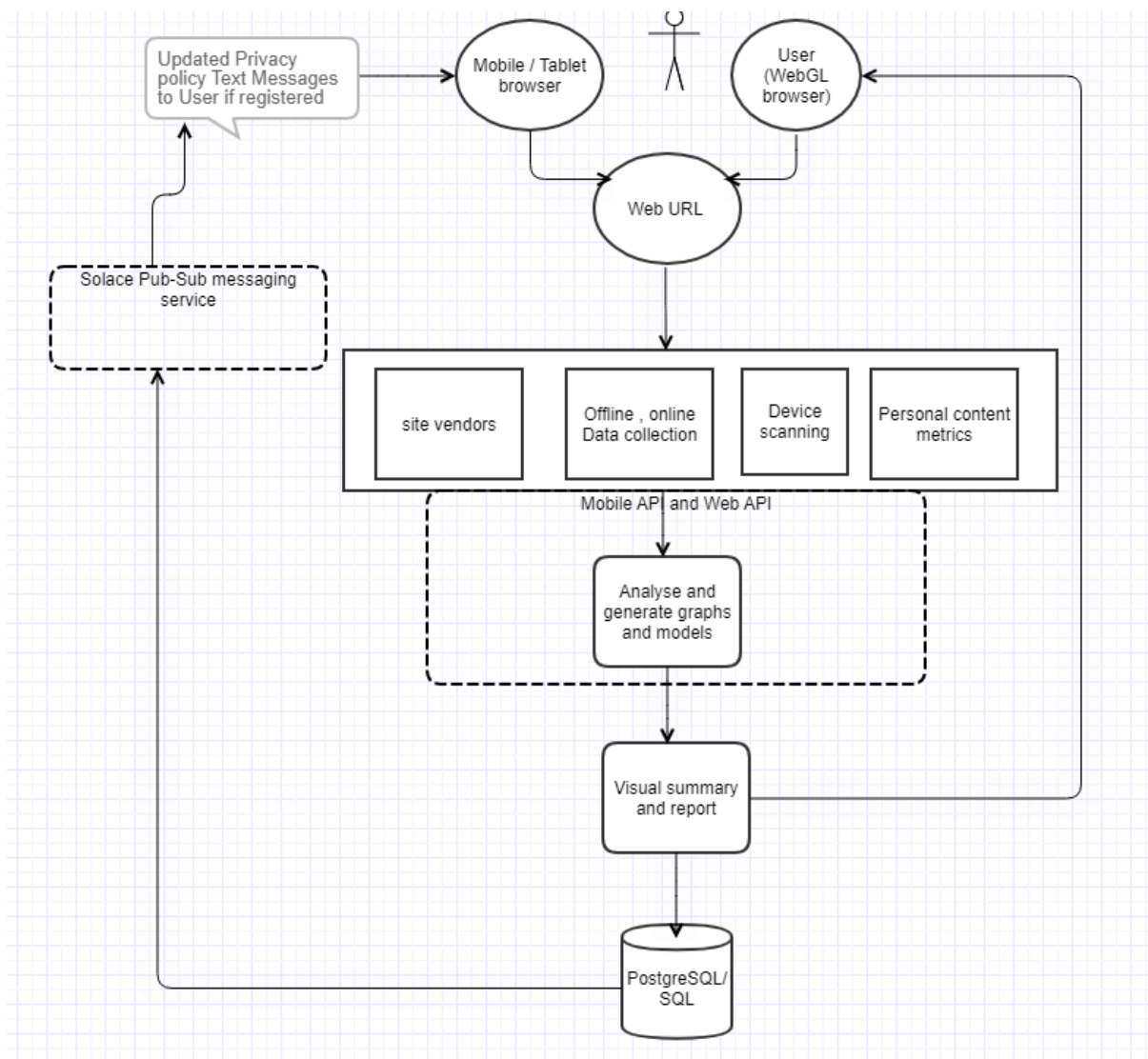
**Software:** Dot Net framework, JavaScript libraries, Web Api , Mobile Api, SOLACE, Kubernetes, PostgreSQL/ Microsoft SQL, AutoCAD libraries, Selenium, NeoLoad

**Target Audience:** Mobile, tablet and web users

Leela Consultancy Limited endeavours to tap into local talent to meet the above requirements. Should it fail to find resources that fit the need and requirement, it aims at exploring the talent globally to deliver the services to the utmost standard.

## Architecture:

The architecture to be implemented is as follows:



**Roles Leela Consultancy Limited are looking to fill**

**Job title:** Software Test Engineer

**SOC Code:** 2136 RQF Level 6

**Duties of the job:**

The role will involve applying widely agreed software engineering principles and methodologies to design, develop, test and maintain applications and services to achieve the stated business and technology goals within required budgets and timelines.

**Software Test Engineer (STE) responsibilities:**

- Analyse requirements and prepare a query list. If requirements are incomplete, they need to ask meaningful questions that will yield more information and help perform testing effectively;
- Write and execute test cases to find system bugs like UI and usability issues, etc.;
- Provide inputs on high-level test scenarios, challenges, risks, resources, test estimates, etc., during test planning meetings; in some cases, STEs can also cover test automation tasks.

**STE skills:**

- Deep understanding of software testing, its main concepts, and processes: the whole *bug life cycle*; test estimation techniques;
- Ability to work in an Agile environment;
- Critical thinking and analytical skills to examine bug reports and prioritize necessary tests, what information to include in the daily status reports, prioritize and estimate task execution;
- Good communication and teamwork skills to interact with project team members, clients
- Programming skills are always a plus including coding, basic SQL knowledge to extract data for tests, XML, general web development skills, and web services.

**STE tools:**

- Quality management tools (Micro Focus Quality Center, TestDirector, Test Manager, TestLink, SpiraTest, TestRail, HP-ALM (QC)) to organize and manage all phases of the software testing process including planning, running tests, and tracking defects, generating and storing test reports, and interlinking them with the release requirements;
- Defect tracking tools (BugZilla, Mantis) to track the defects found in the application and generate bug reports to communicate them to the dev team;
- MS Excel or Test Studio to write large sets of test cases and later import them into TMTs;
- SQL clients to connect to the database;

- API testing tools (Postman, SoapUI,) for automated checks. They offer predefined snippets to automate API testing without the need to write code to test the API;

**Salary Leela Consultancy Limited would guarantee: £33,000 - £50,000**

**Skills, experience and qualifications required:**

- Experience in Agile & DevOps methodology.
- Extensive experience of test-driven development alongside the use of automated test frameworks, mocking and stubbing and unit testing tools
- Knowledge of the key phases of software delivery lifecycle, Bug Life cycle and established software development methodologies
- An understanding of how to translate product and business requirements into technical solutions with Rational Analysis & Logical Thinking
- The ability to understand and support, modify and maintain systems and code developed by other engineering teams
- An IT related degree

**Hierarchy:** Director > Software Test Engineer

This role is vacant and should we find a suitable candidate that is an overseas national, we will assign a Certificate of Sponsorship (CoS).

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**Job title:** Web Developer

**SOC Code:** 2137 RQF Level 6

**Duties of the job:** The role involves the following responsibilities;

- Meet clients to identify their needs and liaise regularly with them
- Draw up detailed website specifications and Present initial design ideas to clients
- Design graphics, animations and manipulate digital photographs
- Register web domain names and organize the hosting of the website
- Carry out coding using a variety of software
- Work with different content management systems
- Search engine optimization (SEO)
- Meet relevant legal requirements such as accessibility standards, freedom of information and privacy
- Proofread content and make changes where necessary

- Edit content, debug code and re-design web pages
- Work with other web specialists, including web developers and graphic designers
- Liaise with outside agencies
- Test the website to ensure it's working
- Hand the completed website over to the client
- Provide post-sales technical support
- Train the clients' staff
- Research current design trends
- Undertake continuing professional development (CPD) activities to keep up to date with new software developments.

**Salary Leela Consultancy Limited would guarantee: £26,000 - £50,000 depending on experience**

**Skills, experience and qualifications required:**

The successful candidate will have relevant skills and experience required for the post together with the following;

- Degree in Computer science or degree relevant to IT
- Proficient in Visual Design Principles like Emergence, Reification, Invariance
- At least 3 years' experience in Responsive Design using HTML, CSS and JavaScript
- Implementation knowledge of Content Management Systems (CMS)
- Tools (Visual Studio, IntelliJ, Eclipse)
- Debugging
- GIT (Code Versioning)
- Basic graphic design
- Databases
- Working with Hosting (Publishing web site)
- Libraries and frameworks

**Hierarchy:** Director > Web Developer

This role is vacant and should we find a suitable candidate that is an overseas national, we will assign a Certificate of Sponsorship (CoS).

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**Job title:** Full-stack Application Developer

**SOC Code:** 2136 RQF Level 6

**Duties of the job:** Key responsibilities for the role are to;

- Design, develop, and maintain both new and existing code, ranging from client-side development using JavaScript, HTML, and CSS, to server-side code using C# and ASP.NET MVC, Web API, Windows services, and ADO.NET for data persistence and retrieval.
- Write readable, extensible, testable code, while being mindful of performance requirements.
- Create, maintain, and run unit tests for both new and existing code, with a goal of delivering defect-free and well-tested code to QA.
- Work with management to create and adhere to schedules, while maintaining flexibility to adapt to shifting market demands.
- Translate mock-ups and wireframes into functioning front-end code.
- Write and maintain documentation for new and existing features.
- Keep up-to-date on best practices and new technologies.
- Rapid prototyping, and presenting conceptual design and working prototypes to management.
- Conduct design and code reviews and collaborate to ensure your own code passes review.
- Work with Product Management to analyse requirements.
- Collaborate on technical architecture and design.

**Skills, experience and qualifications required:**

- .NET Framework, .Net Core Windows, IIS
- Implementation knowledge of SOLID Design principles
- MSBI Tools (SSIS, SSRS, SSAS)
- Microsoft Azure (Cloud)
- C#, ASP.NET MVC, Web API, MSMQ, WCF
- JavaScript, jQuery, Angular, HTML, CSS
- Solid understanding of OOP design principles
- Working knowledge of SQLServer , PostgreSQL, TimescaleDB
- Remote debugging
- Unit Testing Should be able to read and write basic SQL queries, stored procedures, views, and functions
- Familiarity with AWS, Rancher and Grafana
- Installation and deployment (WiX)
- Experience with automated builds and deployment (Docker)
- Experience with .NET Web Forms and migrating to MVC
- Knowledge of Distributed caching



- Experience with NOSQL databases
- Minimum of a Bachelor's or Master's degree in Computer Science, or a related four-year degree
- Must have good verbal and written communication skills.

**Hierarchy:** Director > Full-stack Developer

This role is vacant and should we find a suitable candidate that is an overseas national, we will assign a Certificate of Sponsorship (CoS).

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**Job title:** Database Developer

**SOC Code:** 2136 RQF Level 6

**Duties of the job include:**

- Data modeling, database design, Performance tuning of database systems
- Develop processes for optimizing database security
- Diagnose and troubleshoot database errors
- Recommend and potentially implement emerging database technologies
- Create and manage database reports and dashboards
- SQL code reviews and walk-thrus
- Be available for on-call support

**Essential experience:**

- Experience with a Relational database management system e.g MS SQL Server, PostgreSQL, Oracle, TimescaleDB
- Skilled with MS SQL Server database analysis, backup/restore operations, indexing, server/database synchronization, performance analysis and documentation.
- Must be able to translate a data model or logical database design into an actual physical database implementation and to manage that database once it has been implemented.
- Must implement an appropriate database backup and recovery strategy based on data volatility and application availability requirements
- Normalize existing databases and generate reports from external data sources using SSRS, Crystal Reports and internal Access Reports.
- Must be proficient in Capacity Planning
- Excellent eye for detail
- Strong mathematical and statistical knowledge
- Good written and verbal communications

- Experience with Unix environments
- Knowledge of data warehouse applications that maintain a company subscriptions data.
- Functioning knowledge of ERP and Web-specific technologies

**Hierarchy:** Director > Database Developer

This role is vacant and should we find a suitable candidate that is an overseas national, we will assign a Certificate of Sponsorship (CoS).

Please find the following documents attached in support of the application;

- Signed submission sheet
- Certificate of Incorporation
- Certificate of name change
- Certified Employers Liability Insurance certificate
- PAYE and Accounts Office reference
- VAT registration
- Self-Assessment tax return and receipt
- SA302
- Copy of Tax return submitted to HMRC
- Signed company accounts 2020
- Corporation tax payment receipt
- Corporate bank statements from Santander Bank
- Original CT600 and CT603
- Hierarchy chart showing where vacant roles sit within organisation
- Company Marketing Material

Please do not hesitate to contact me should you have any queries or wish to see any further information.

We look forward to a favorable outcome.

Yours sincerely,



Laura Notaro  
Director