Campus 2022-23 @ The Gateway Group

Campus Hiring is an annual initiative at Gateway! We are elated to welcome you to the process this year as well for the batch passing out in 2023!

The DNA of Gateway is to deliver measurable and tangible business value to its clients. We are aware that with the changing trends and markets the most energetic, enthusiastic and adaptable ones are the 'GenZ' of the industry. Thus, every year, Gateway scouts for fresh and promising talent from various institutions to ensure and further enhance its ongoing excellence in delivery. We are thus, expecting to have many of you on-board with us very soon this year as well.

One of the key highlights of our strong value systems is that we create boundless opportunities for our talent to carve out a career for themselves. It is with our intensive and customized learning paths we define the career journey for all our colleagues and in the process create leaders of tomorrow.

Our unique GIFT (Gateway Internal Fast Tracking) process enables our members to hasten the progress in their career journey.

Please find our selection process and further details below:

Selection Criteria:

Sr. No	Particulars	Remarks		
1.	Eligibility **Note:** *Only students of Final Semester, who have successfully cleared their previous semester examinations with no back log can apply*	Standard X	≥	60%
		Standard XII	≥	60%
		Graduation	≥	60%
		Post-Graduation	≥	60%
		[Should not have any ATKT]		
2.	Courses	BE/B.Tech/ME/M.Tech/MSc – IT/CE/CS MCA		

Selection Process

Includes the following components:

1. Online Test covering the following areas:
   a. Aptitude – logical, reasoning, etc.
   b. Technical – HTML, Basics of ASP.NET, OOP Concepts, Basics of JavaScript, Basics of Database Concepts
   c. English language communication
2. Personal Interview (Technical and HR)
3. Offer roll out

On the day of the Campus

- Pre-placement Presentation - brief introduction about the company and the role offered
- Online test for all the eligible candidates
- Once the online test results are processed, Placement Coordinator will be informed about the shortlisted candidates for Personal Interview** (Technical & HR)
- Post the interview round, the selected candidates will be made the offer of employment with the announced terms of employment

*** This shall be conducted on-ground or online*

Post Offer:

- All selected candidates will be called at our premises for final formalities and compliances
- **The selected candidates as an Associate will need to sign a Training Service & Confidentiality Agreement of 09 months (02 months Pre-Joining Training + 7 months of specialization training including practical training) and Employee Service and Confidentiality Agreement of 36 months (as an employee)**
- **In addition, the candidate will also need to furnish a Surety Agreement for this entire period mentioned above and in case any of the Associates / Employees wish to take an early exit, then the employee will need to pay an amount of INR 5.0 lacs (Indian rupees five lacs only)**

towards partial compensation of the training expenses / development investments made during the initial and subsequent period until separation

- Selected candidates will undergo Pre-Joining training and Post-Joining training.

What to expect post offer from Gateway Group of Companies:

Gateway invests hugely in training and grooming of the Project Trainees to become productive engineers. We have a robust process where rigorous learning and practical skills are imparted to align them to global standards. The learning comprises of theoretical as well as practical/assignment and project-based training.

Gateway Accelerated Technology Immersion (GATI) Programme

The Programme will comprise of three stages:

- **Pre-Joining Training (to be completed along with your college curriculum during November – December 2022)**
  Training Curriculum will be shared and delivered on-ground / online by our expert professionals, The evaluation criteria for the Pre-Joining Training shall include:
    - Comprehensive Objective-type Technical Test consisting of all technical topics of the Pre-Joining Training
    - Practical Technical Assignments Evaluation
- **Post-Joining Training (January to July 2023)**
    - Extensive Classroom as well as practical/assignment and project-based training
    - Practical Training

Location of Training/Work:

Gandhinagar / Ahmedabad

Training:

Technical and behavioural training shall be delivered until 31 July 2023 and post this, your initial posting will be at Ahmedabad / Gandhinagar for the first 3.5 years. However, you can be transferred, at any time and at any place within India or abroad, at the sole discretion of the Competent Authority.

Training Progression and Onboarding:

Stage	Duration with Gateway	CTC *(INR)*	Brief overview
1.	Nov – Dec 2022	NA	**Pre-Joining Training** Imparting curriculum based technical, behavioural as well as functional / domain training, in a guided self-study with on-ground or online guidance. This is to ensure that the industry specific foundational level understanding is sound and we focus on advanced level learning during the Post Joining Training.
2.	6 months [Jan – July 2023] [01 month granted for final graduation examination] [Trainees will be designated as Associate - Software Development]	NA	Journey with Gateway will start as an Associate – Software Development participating in the GATI Programme from Jan 2023. **Practical Training** will be delivered to get the comprehensive understanding of Project Life Cycle. During this entire training period the Associates will be continuously evaluated on technical and behavioural skills.
3.	August 2023 – January 2024 [Onboarded as an Engineer – Software Development on Probation]	INR 5,41,000/- to INR 6,81,000/- P.A.	Onboarded as Engineer – Software Development based on performance assessments during the training period. Based on this performance, the members will begin working as shadow / billable resources.
4.	February 2024 [Confirmation - Probation ends]		Based on the performance at the end of Stage 3, the employees will be confirmed as our Permanent Employees.

5.	August 2024 [Annual Appraisal]		One year post onboarding, the employees will have their Annual Performance Review followed by an appraisal based on our unique Transparent Appraisal System.

Stage 1 and 2 – Part A [Major Technology Stacks]

Associates will be trained extensively on a combination of the below mentioned technologies as per the mapped requirements:

ASP.NET MVC	SQL Server
Entity Framework	C#
Web API	Core Java
Unit Tests	Angular+
HTML 5	React + TypeScript
CSS 3	Node + MongoDB
Bootstrap	GraphQL and Jest
JavaScript	.Net Core
AJAX and jQuery	Collaborative Platforms (TFS, GIT, Jira, etc.)
QA (Manual, Automation, Performance, Security)	Awareness on DevOps (Azure/AWS/GCP)
Mobile Technologies (iOS, Android, React Native)	PHP

[The training will be imparted on majority of all / some / additional of the above technologies based on the existing / future requirements of technical expertise. Furthermore, the technologies on which the Associates will get to work upon will solely depend on the specific project requirements at the client end]

Stage 2 – Part B [Major Technology Stack and Role]

- Practical Training - Live project as shadow / billable resource
- Test driven development + Unit Testing

Stage 3 [Major Technology Stack and Role]

- Live projects as shadow / billable resource
- Participation in standup calls / meetings
- Work closely as an integral part of the Project Teams

What sets Gateway Apart:

The GATI Programme of Gateway is 'Outcome' oriented. Having been industry experts for more than 2.5 decades now, we believe in practical implementation of knowledge and skills. Thus, all the trainings focus on implementation into the project work. We also have peer learning and team-based training to develop inter-personal skills on the go. During the training period, each trainee undergoes a minimum of 1600+ hours of training inclusive of technical, functional, behavioural as well as practical learning.

After successfully completing the training, the trainees reach a level wherein they are expected to be independent **Full Stack Developers** or thorough experts in their respective areas of specialization viz. **QA, UI/UX, Mobile,** etc.

You will be informed by your College/Institution/University about our campus placement day.

Please click the link below to enroll for our pre-placement talk:

https://fsdconnect.thegatewaycorp.com/campus/create

Please do visit our website www.thegatewaycorp.com, or

Our Campus Website https://thegatewaycorp.com/gati/

Also connect with us on LinkedIn https://www.linkedin.com/company/thegatewaycorp/mycompany to stay updated about our latest initiatives and activities!