**ZS Associates – Job Notification Form**

1. **Job Description** (Please attach separate sheet for details):

Business Operations Associate and Business Technology Solutions Associate – Job Descriptions attached in the email

1. **Skill Sets Expected**:

ZS does not expect a candidate to be ready with the requisite skill sets. The skills required for them to be productive are imparted to them on-the-job through various learning interventions - a structured onboarding program which will include a quick orientation and a week of bootcamp where they will learn some basic skills to be successful in their role.

**We would want our potentials to have an analytical frame of mind and a problem-solving aptitude.**

1. **Salary Details**:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Degree | Designation of Fresher | Compensation | | Bond/ Service  Contract |
| Cost to Company | Take Home |
| B. E | Business Operations Associate /  Business Technology Solutions Associate | Please refer to the compensation annexure attached in the email for better understanding. | Please refer to the compensation annexure attached in the email for better understanding. | NA |
| M.E | NA | NA | NA | NA |

1. **Branches to be considered for recruitment**:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| B.E Computer | BOA\*,  BTA\*\* |  | B.E Electronics & Telecommunication | BOA\*,  BTA\*\* |
| B.E Information Technology | BOA\*,  BTA\*\* | B.E Mechanical | BOA\* |
| M.E Mechanical | NA |  | | |

\*BOA – Open to all branches

\*\*BTA – Circuit branches only

1. **Eligibility criteria for candidate** (percentage):

70% and above in 10th and 12th, 6.5 CGPA aggregate in graduation

1. **Rounds of Interview** (Put mark):

(If virtual, please mention the mode in detail, for eg. Zoom/ Skype/ Webex/ Microsoft Teams/ Video Conference etc)

* 1. Company Presentation.
  2. Aptitude Test (Written or online?).
  3. Technical Test.
  4. Technical Interview.
  5. HR Interview.

**Phase 1:** Pre-Placement Talk; Virtual Online Test (includes MCQ, Problem Solving, Machine Based Video Interview)

**Phase 2:** BOA: Case Interview; Behavioral Interview; BTSA: Technical Interview, Behavioral Interview

**Please note:**

* + 1. Each round from the virtual online test is an eliminating round, hence the candidate proceeds to the next round only if they clear the first.
    2. Please refer to the email for more details on the interviewing rounds

1. **Proposed/ Confirmed Date for Placement**:
2. **Preplacement talk**: 26th July – Placement officer to confirm timings (1.5 hours)

**Online test:** 26th July to 27th July (06:00 PM to 06:00 AM)

**Recruiting:** 2nd August’21

**Also, please find the below details enclosed within this email:**

1. Job Description
2. Compensation Annexure
3. Format for sharing the list of eligible and interested students
4. JAF

We are offering the below roles at your campus:

|  |  |
| --- | --- |
| **Roles offered** | **Branches applicable** |
| Business Operations Associate (BOA) | All B.Tech Engineering Branches |
| Business Technology Solutions Associate (BTSA) | B.Tech - CS/IT and Circuit Branches only |

Eligibility criteria:

|  |  |
| --- | --- |
| **Degree** | **Cut-off** |
| Standard 10th | 70% and above |
| Standard 12th | 70% and above |
| Current Engineering Course | 6.5 CGPA aggregate (and above) till now |

***Important points to note:***

1. Students who are not citizens of India by birth are NOT allowed to be part of the process even if they possess work authorization for India. We only consider Indian citizens by birth and Indian passport holders for our process. While we have certain system-based checkpoints in place to restrict such applications, we would appreciate if the placement cell does a stringent check at their end as well
2. Students with active backlogs can appear for the ZS process provided their current aggregate CGPA is 6.5+. If they happen to secure an employment offer with ZS, they are expected to clear the backlog prior to joining the firm.

**Please keep me apprised with the tentative dates for our Online Test and Recruitment Process.**

Interview Round Details:

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| --- | --- | --- |
| **Phase 1** | **Pre-Placement Talk** | A session around ‘Who we are’, ‘What do we do’ and ‘What do we offer’ |
| **MCQ** | The test is designed to gauge the candidate’s ability on certain competencies such as problem-solving skills, comfort with numbers, data interpretation, English, attention to detail, and quant. |
| **Problem Solving Deep Dive** | Analytical skills are very important for every role in ZS. Through this round we would be testing the candidate’s approach towards problem solving and ability to reach towards most optimal solution |
| **Video Interview** | Video assessment uses voice to text; body language and tonality inputs to make predictions about suitability with roles. The candidate will be required to provide their audio and video-based response to the questions that will show up on the screen. |
| Please be aware that each round is an elimination round and the next module will be triggered as and when the candidate clears the preceding one. So, in case a candidate does not get the invitation link to the next module, please be informed that the candidate’s journey with ZS ends at this juncture. | | |
| **Phase 2 (for BOA role)** | **Interview Round 1\_Case Study** | This round will comprise of two phases namely case solving, and case debrief each of duration 60 minutes & 45 to 60 minutes respectively.  In this round the candidate is expected to analyze a business case independently. It will involve understanding the business issues that will be relevant for the specific role that the candidate has opted for. And also, discussing the approach to address the business issues with a ZS interviewer. This will be a focused interview to gauge the candidate’s analytical ability; problem solving skills; creativity; time & task management and associated competencies. |
| **Interview Round 2\_Behavioural Interview** | During this round, the candidate will have an opportunity to meet with one of ZS leader. While the candidates are in this round, they will be probed on specifics of their resume; expected to solve structured and unstructured problems (brain teasers, guesstimates, puzzles), discuss growth opportunities, career path and ZS vision in general. Interview duration will be 30 to 45 minutes |
| Please be aware that each round is an elimination round and the candidate will be moved to the next round only upon clearing the preceding round. | | |

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| --- | --- | --- |
| **Phase 2 (for BTSA role)** | **Interview Round 1\_Technical Round**  **(Monjin – interviewing vendor partner)** | In this round the candidate is expected to be technically sound and thorough with the curriculum. It will involve understanding the business issues that will be relevant for the Business Technology role that the candidate has opted for. And also, discussing the technical questions with an interviewer. This will be a focused interview to gauge the candidate’s analytical ability; problem solving skills; guesstimates; creativity; time & task management and associated competencies. Candidate can prepare SQL queries for this |
| **Interview Round 2\_Behavioural Interview** | During this round, the candidate will have an opportunity to meet with one of ZS leader. While the candidates are in this round, they will be probed on specifics of their resume; expected to solve structured and unstructured problems (brain teasers, guesstimates, puzzles), discuss growth opportunities, career path and ZS vision in general. Interview duration will be 45 to 60 minutes |
| Please be aware that each round is an elimination round and the candidate will be moved to the next round only upon clearing the preceding round. | | |