



ROLE: ASSOCIATE SOFTWARE ENGINEER

ASE will be offered to work on varied technologies in new and growing areas of business.

Candidate once join Accenture, will get an opportunity to FAST TRACK their career to Software Engineer level through advanced assessments as well as overall PERFORMANCE by the end of their year one at Accenture.

COMPENSATION:

FULL TIME HIRES

0-1 years' experience candidate: 4.50 lacs per annum

- Fixed pay: INR 3,83,000
- Variable pay: INR 32,500 (Payout depending on performance)
- Benefits: INR 9,500 (Gratuity & insurance premium)
- One time joining bonus: INR 25,000 (payable upon successful completion of initial training as per company process)

1-2 years' experience candidate: 4.72 lacs per annum

- Fixed pay: INR 4,26,000
- Variable pay: INR 36,210 (Payout depending on performance)
- Benefits: INR 10565 (Gratuity & insurance premium)

STIPEND DURING INTEGRATED INTERNSHIP (BRIDGE) PROGRAM

Monthly stipend: Rs 16,100

Additional allowance:

- One time setup cost – Rs 2,000
- Monthly allowance (towards internet expenses) – Rs 1,000
- Medical, Life and Accident Insurance coverage and transport usage

ELIGIBILITY CRITERIA FOR EWS HIRING

- B.E, B.Tech (All streams/branches) and MCA graduated in 2019 and 2020
- Aggregate of 65%/6.5 CGPA for 2019 and 2020 graduates.
- No active backlogs in all semesters during onboarding
- Maximum 1-year gap in education (post 10th standard till completion of graduation)
- Candidates must be eligible to work in India either by citizenship/have relevant work permit documents

ELIGIBILITY CRITERIA FOR PWD HIRING

- B.E, B.Tech (All streams/branches) and MCA graduated in 2019, 2020 or graduating in 2021
- No active backlogs in all semesters during onboarding
- 2021 pass out should meet this criteria upto 6th semester for B.E/ B.Tech at the time of recruitment process and upto till IV Semester in MCA during application and no backlogs in all semesters during onboarding
- Maximum 1-year gap in education (post 10th standard till completion of graduation)
- Candidates must be eligible to work in India either by citizenship/have relevant work permit documents

PHASE 1 OF HIRING:

- **EWS:** WOMEN ONLY APPLICANTS
- **PWD:** MOBILITY DISABILITY AND PARTIAL HEARING/VISUAL DISABILITY CATEGORY CANDIDATE TO START WITH FOR BOTH PERMANENT HIRE AS WELL AS BRIDGE PROGRAM

HIRING PROCESS FLOW:

- **Data Upload:** Partners upload candidate details on Accenture approved recruitment portal with EWS & PWD certificate of the candidate
- **Candidate Registration:**
 - Accenture will trigger candidate registration process based on our screening check.
 - Candidate will be required to register and submit their application to participate in our recruitment process.
- **Eligibility Check:** Candidate's eligibility will be reviewed based on our criteria – and will be invited to participate in our recruitment process.
- **Assessments:** Candidate will go through a series of assessments.
 - (Cognitive & Technical MCQ > Coding assessment > Communication Assessment) followed by a panel Interview
- **Selection:**

- Candidate who clear our assessments and qualify in our interview will be reviewed for a full-time opportunity at ASE career level.
- Offer Letter/ LOI (Letter of Intent) will be released to our shortlisted candidates.

Additional step: Integrated Internship (Bridge) Program

- For non-selected candidates, their assessment performance data will be evaluated to identify who will qualify for our unique Integrated Internship Program (IIP)
- Selected candidates for IIP will receive an internship opportunity with us for a specified duration.
- Candidates will undergo a program closure assessment to review their progress in our internship program. Based on the review:
 - They will be extended an offer to join us as ASE or
 - Will exit post closure of the program duration
- Candidate must mandatorily acknowledge to participate in the entire program duration before proceeding ahead with the program.
- Candidate enrolling to bridge program will be eligible for monthly stipend.

SELECTION CONSTRUCT:

All our hiring process will be conducted virtually. Our selection process will be based on 2 stage assessments and a panel interview. The entire process will be administered by us centrally.

Stage 1.A: Cognitive and Technical assessment (MCQ based), 90 minutes/90 questions

Cognitive assessment

- English Ability
- Analytical Reasoning
- Numerical Ability

Technical assessment

- Common Applications and MS office
- Pseudocode
- Fundamentals of Networking Security and Cloud

Stage 1.B: Coding Assessment (45 minutes): Consists of 2 coding problems which can be solved opting for any 1 of the 5-coding languages as per candidates choice (C, C++,Dotnet, Java Python)

Stage 2: Communication Assessment (20 minutes)

- Sentence Mastery
- Vocabulary
- Fluency
- Pronunciation

Stage 3: Interview (15 minutes): Focused on communication skills; Innovation and collaboration skills

PHASE 2 OF HIRING: we will focus more stringently on other disability categories as we design and enable our entire eco system of recruiting till training and project deployment based on the varied disabilities.