



JOB DESCRIPTION – TRAINEE ASSOCIATE

Speridian Technologies Pvt. Ltd is a wholly owned subsidiary of Speridian Global Holdings, a U.S. based company that employs more than 3300+ IT professionals around the world. We are a CMMI Level 5 and ISO 9001:2008, ISO/IEC 27001:2005 Technology Company and have been in business since 2003. We are an **Oracle Platinum Partner** with specializations in CX/CRM, SOA, Cloud, Business Intelligence, a **Microsoft Gold partner** and **SAP Partner**. Headquartered in Albuquerque, New Mexico, with offices in Maryland, California, Portland, Florida, Canada, Dubai, Singapore, India (Trivandrum/Cochin/Calicut/Bangalore/Mumbai).

Bringing significant depth and experience in implementations and consulting services in both Public and Private Sectors. Over the last decade, it expanded technology capabilities to include Systems Integration, Business Intelligence, Mobility and Application Support and Maintenance.

Our clientele spans diverse industry verticals viz Healthcare, BFSI, Government, Commercial and Non-profit organizations. The majority of engagements being on large-scale, Speridian offers Planning, Technology Architecture, Software Development, Systems Integration, Program Management, Project Management, Process Management, Data Management, Implementation, Testing and Quality Assurance, Applications Support and Maintenance.

With over 15 years of experience in handling diverse stakeholder interests, we offer our clients a unique blend of industry focused experience and technology expertise illustrated by our significant experience in successful public and private sector engagements. Speridian is a premier implementation partner for large scale System Integrators such as Oracle, KPMG, eFCMS, CGI and Maximus. Our success in delivering over 75+ successful full-lifecycle implementations and a number of technology innovation undertakings, and our ability to deliver cost-effectively on aggressive timelines is a key differentiator for our clients.

Designation: Trainee Associate

To understand and learn the company culture along with best practices in designing, coding, testing, business analysis and other areas to become productive for the future assignments. {Basically, this category can be treated as freshers and someone at an entry level to the IT industry}

Duties and Responsibilities

- To design, develop and implement business applications / systems according to existing corporate software development standards.
- To produce system and user documentation during the development of systems.
- Test, debug and document software developed both internally and externally.

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- Responsible for development of small to medium complexity level components of a project module
- Works on problems of limited scope through usage of standard programming concepts and principles
- To plan how work is to be carried out to meet targets of the project or team task.
- Adhere to the Practice standards and guidelines
- Work on any assigned activities with guidance from senior members
- To carry out maintenance and support of assigned systems.

Skills / Attributes Required

- Flexible attitude, ability to perform under pressure.
- A commitment to quality and a thorough approach to the work.
- Ability to work well within a team
- Must be a good team player with good communication skills

Qualifications: BE/ B.Tech/ MCA/ MSC / ME or equivalent.

Specialization:

B.Tech (CSE)	M.Tech (IT)
B.Tech(IT)	M.Tech(Communication)
B.Tech (ECE)	M.Tech(ECE)
MS (Software Engineering)	MCA
M.Sc (CS)	

Eligibility criteria:

Students should have scored more than 60% right from their 10th standard & should have good communication skills (Verbal and Written), logical and analytical skills.

Up to 2 backlogs are exempted and the candidate should clear the arrears at the time of joining with an aggregate of 60%. Those who haven't cleared the back papers at the time of joining will be disqualified even if they have cleared the recruitment process.

Candidates who have created an application / program on their own will be given preference.

Place of Posting

- The candidate who gets selected can be posted in any of our location(s) depending on the project / practice they are identified for.
- However it is expected that the selected candidate(s) will undergo training and would be operating out of Trivandrum / Kochi/Bangalore/Mumbai (as applicable) for an average of anywhere between 6 – 12 months from their date of joining.

Service Agreement (2 Years)

The candidate who gets selected have to sign the service agreement, towards the extensive training provided by the organization, which needs to be signed by a guarantor.

Interview Process:

- Online Test
- GD
- Technical Level 1
- Technical Level 2
- HR/Management Round
- Offer Roll out

Annual CTC: 4 LPA