FWC – AI/ML with Fullstack Job Description

**POSITION: NUMBERS:**

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| **Job Title**: AI/ML with Fullstack Engineer | 05 |

**REQUIRED TECHNOLOGY STACK:**

**Frontend**: React.js, Next.js, Angular, HTML5, CSS3, JavaScript

**Backend**: Node.js, Python, Java

**Database**: MongoDB, MySQL, PostgreSQL

**AI/ML**: OpenAI, Gemini API, Claude, Hugging Face, TensorFlow.js, Python Libraries (*pre-trained models acceptable*)

**Deployment**: Vercel, Netlify, Render, Heroku (any free hosting platform)

**Version Control & Collaboration**: Git, GitHub, GitLab, Bitbucket

**Cloud & DevOps**: AWS Free Tier, GCP Free Tier, Azure Free Tier, Docker, GitHub Actions

**APIs & Integrations**: REST, GraphQL, third-party APIs (authentication, notifications, payments) **Authentication & Security**: OAuth 2.0, JWT, Firebase Auth, basic encryption and hashing **UI/UX Tools**: Figma, Adobe XD, TailwindCSS, Bootstrap, Material UI

**Testing**: Jest, Mocha, Cypress

**Submission & Documentation**: README, architecture diagrams, API documentation, GitHub repository, deployment link

**QUALIFICATIONS:**

Bachelor’s or Master’s degree in Computer Science, Data Science, Engineering, or related AI/ML fields.

**HACKATHON REWARDS & CAREER OPPORTUNITY:**

**Winning Prize: ₹ 1,05,000/-** (*One lakh and five thousand rupees only*) will be awarded to the winning team. Full-Time Opportunity (If Hired):

* Starting CTC: ₹ 8–10 LPA
* Commitment Bond: Minimum 3 years
* Annual Salary Growth: 20%–40% hike based on performance and company policies
* ESOP Opportunity: Eligible for Employee Stock Ownership Plan (ESOPs) after completing 1 year of service

**JOB PROFILE:**

**KEY RESPONSIBILITIES:**

* Develop and implement AI/ML solutions to address complex business challenges.
* Research and create Generative AI models for various applications, including natural language processing and computer vision.
* Train and fine-tune large language models for enhanced accuracy in specific domains.
* Collaborate with cross-functional teams to ensure successful project delivery.
* Present AI-driven insights and solutions to stakeholders, demonstrating their impact on business objectives.
* Mentor junior team members and foster a culture of continuous learning.
* Enthusiasm for AI/ML technologies and a willingness to learn.

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| * Familiarity with programming languages such as Python or R is a plus. * Strong analytical, problem-solving, and communication skills. * Strong understanding of project management tools (e.g., Jira, Asana, Trello). * Proficient in PC skills and application software like MS Word, Excel, PowerPoint, and Visio * Proficiency in business intelligence tools (Power BI, Tableau) for data reporting and analysis. * Ability to analyze system technical limitations and their impact on solutions. | |
| **DO’s:**   * Use open-source libraries and tools * Implement at least 4 AI features * Ensure mobile responsiveness * Focus on user experience * Document your code | **DON’Ts:**   * Don't copy existing solutions * Don't use paid APIs without free tiers * Don't submit incomplete projects * Don't exceed team size limit |
| **FAQs:**  Q: Can we use existing templates? A: Yes, but the core logic and AI features must be original. Q: Are cloud services allowed? A: Yes, use free tiers of any cloud service.  Q: Can we use ChatGPT/Claude API? A: Yes, any AI API is allowed including LLMs.  Q: Is attendance mandatory for all team members at finals? A: At least one team member must be present. Q: Can we continue development after submission? A: No, the submitted version will be evaluated. | |

**HIRING STRATEGY:**

**Round 1: Technical Hackathon**

* A coding hackathon will be conducted exclusively for Computer Science and AI/ML students.
* The hackathon duration will be 1–3 weeks from the date of confirmation.
* Students can participate from anywhere – college, hostel, or home.
* Use of AI tools and mentorship from industry leaders is allowed and encouraged.
* Participants may also reach out to the FWC technical team for clarification or guidance.
* Eligibility: All students are welcome to participate, regardless of percentage or academic backlogs.

**Hackathon and Project Details:**

**Theme**: Build the Future of HR Management with AI-Powered Solutions

**Objective & Project Requirements:** Develop a next-generation Human Resource Management System (HRMS) that leverages artificial intelligence to streamline and automate HR operations for modern workplaces.

* Incorporate all core HRMS functionalities (employee data management, attendance, payroll, performance tracking, etc.).
* AI-driven resume screening & evaluation without human intervention.
* AI-powered conversation & voice interaction models for recruitment and candidate screening.Multi-role login system with tailored access for: Management Admin; Senior Manager; HR Recruiter; Employee

# Personalized dashboards:

* Each user should see their own activity dashboard.
* Admins should view individual + company-wide dashboards.
* Scalability: Must support 5,000+ employee logins with real-time data processing.
* Design: Clean, intuitive UI/UX, optimized for both web and mobile (responsive) access.

# Round 2: Selection Process

* The top 30 participants will attend a face-to-face interview with our tech team.
* From these, shortlisted candidates will be invited to the FWC office for a managerial discussion.
* After the discussions, final winners will be announced and selected candidates will receive an offer to join FWC.
* The prize money will be given along with the first month’s salary.

# FWC reserves the right to:

* + Decide which candidates to hire from the winning team.
  + Select candidates from non-winning teams if found suitable.
  + If a candidate does not fully meet expectations but is still considered relevant, **only the CTC will be offered (without prize money)**.

**TERMS AND CONDITIONS:**

* From the top students, 05 candidates will be selected for a 3-month internship program, starting from the date of selection.
* After successful completion of the internship, they will transition into a full-time role at FWC.
* During the internship, candidates will receive a stipend of INR 25,000/- per month (not subject to government compliance).
* If a candidate is found non-performing, FWC reserves the right to terminate the internship without notice. In such cases, the candidate will still receive: A valid internship certificate, The stipend for the completed duration
* If, during the internship, FWC management feels the candidate needs to upgrade skills or obtain certifications, FWC will: Recommend relevant certifications, Reimburse the course expenses upon completion.