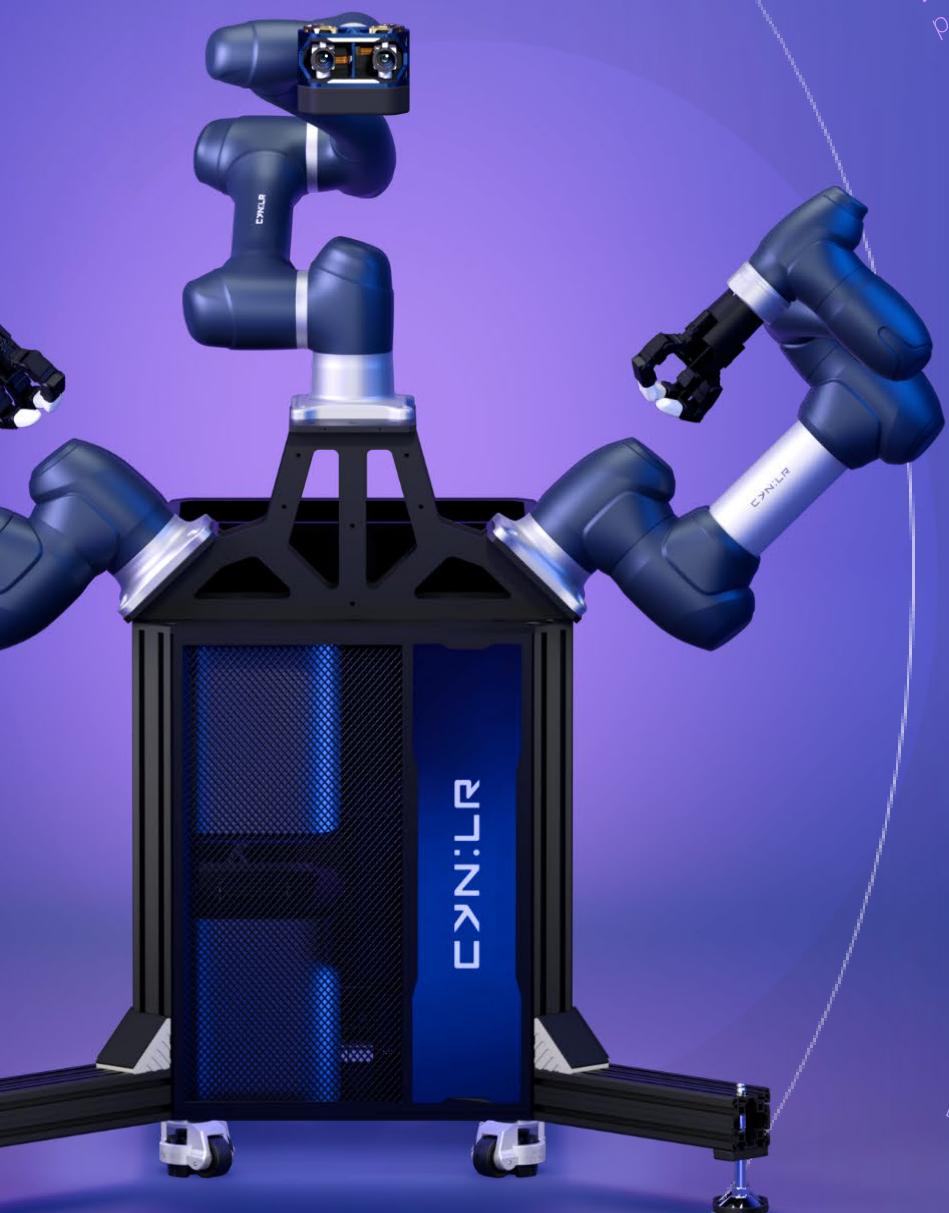


Discover your Role



click to view job description

Vision & Neuroscience -
Algorithms
Machine Learning
Modelling

Mechanical Design -
product & tools
Mech - Production
Design & Supply
chain
Technology
Sourcing

Electrical & Motion Control
Electronics (Embedded Design)
Electronics (Compute Design)

Software Dev (C++)
Software Dev - GPU
SW Application Dev - LabVIEW & C++
DevOps
Internal Toolchain Development

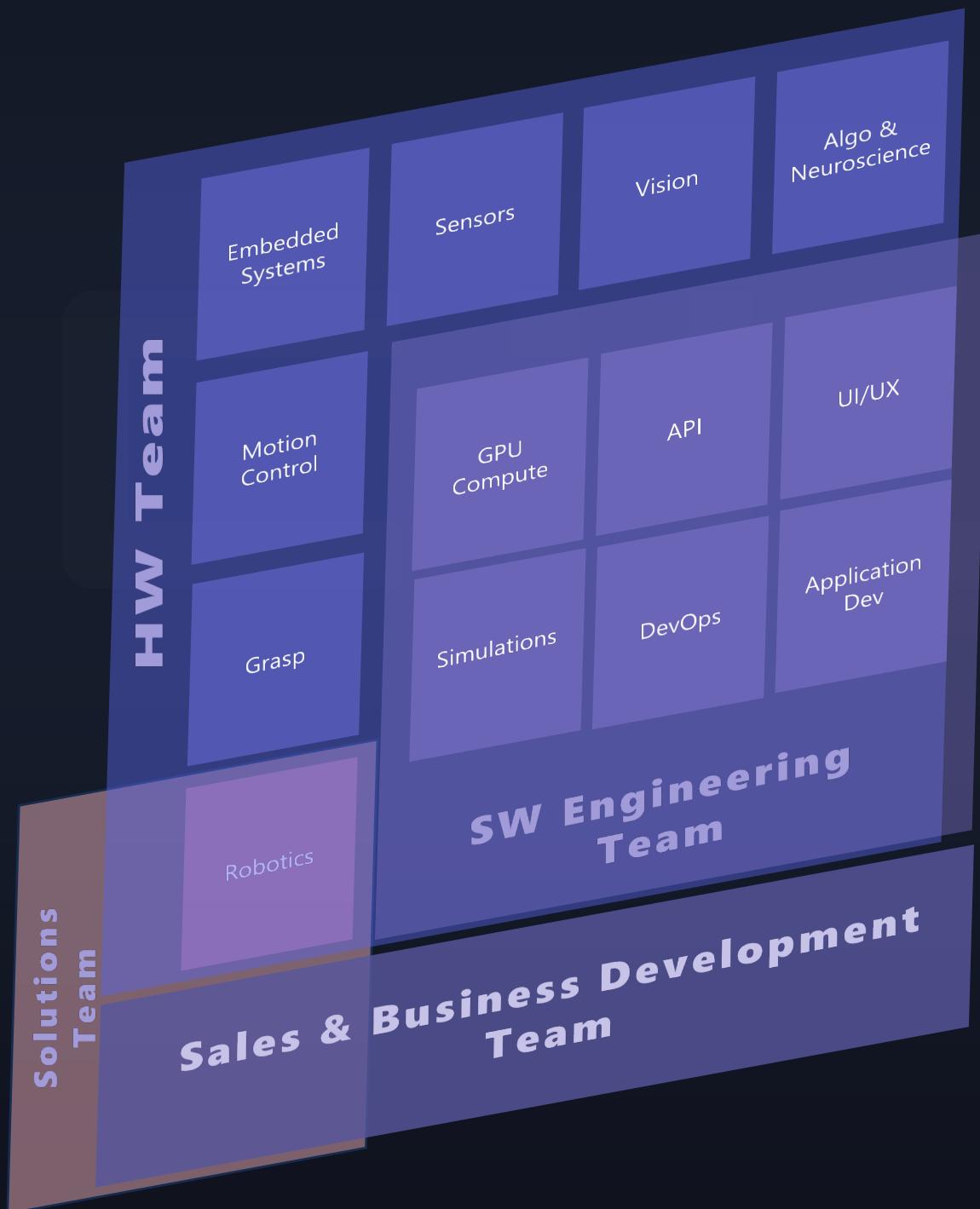
Robotics & Solutions
Engineering

Marketing
Digital Marketing
Technical Documentation



Engineering team

- A Map





Assessment & Compensation

The assessment discovers the individual's attitude, the thought process, the skillsets vs the amount of time and effort required for the organization to train & groom. Thought process and attitude is the key to Skillset grooming. Most time & effort is spent in undoing the academic assumptions and transition to be a professional in skill & attitude.

Internship: ₹ 30,000 / month

We do not offer internships without accepting a Job offer. Freshers will go through a 6-month Internship period before getting into Training/ Full-Time Job.

Trainee :

Compensation Matrix	Minimum of 2 Skills Met			2-4 Skills Met	4+ Skills Met
	Basic in Cash	₹8 LPA	₹8-16 LPA	₹16-25 LPA	
Bonus, Stocks & ESOPs	Performance Based	Performance Based	Performance Based	Performance Based	
CTC	8 LPA + PF + Insurance + ESOPs	8-16 LPA + PF + Insurance + ESOPs	16-25 LPA + PF + Insurance + ESOPs		

We anticipate that the candidate would have found his/her specialization by probation period and their increments will be handed accordingly, to their performance and skillsets offered, thereafter.



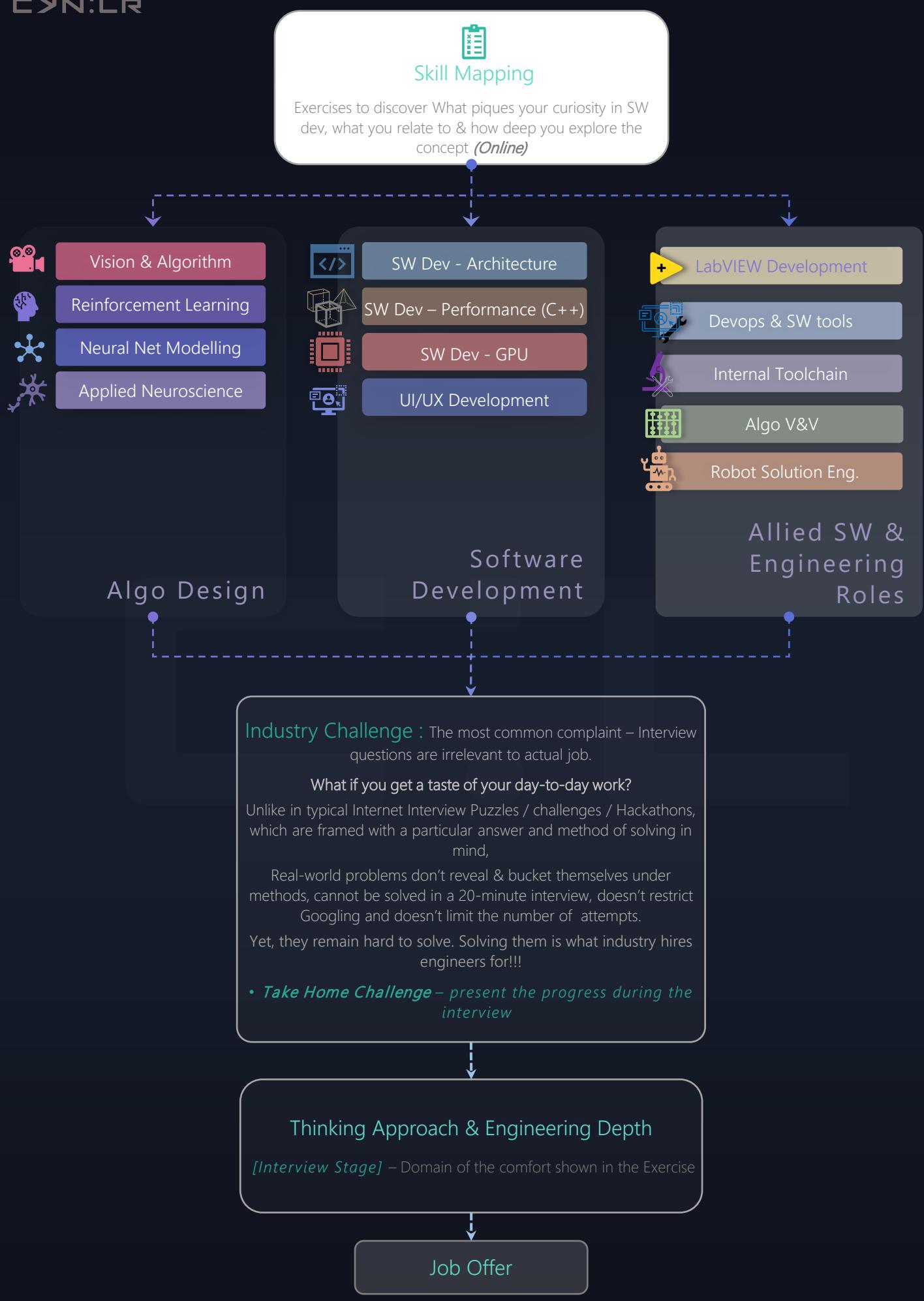
Evaluation Process

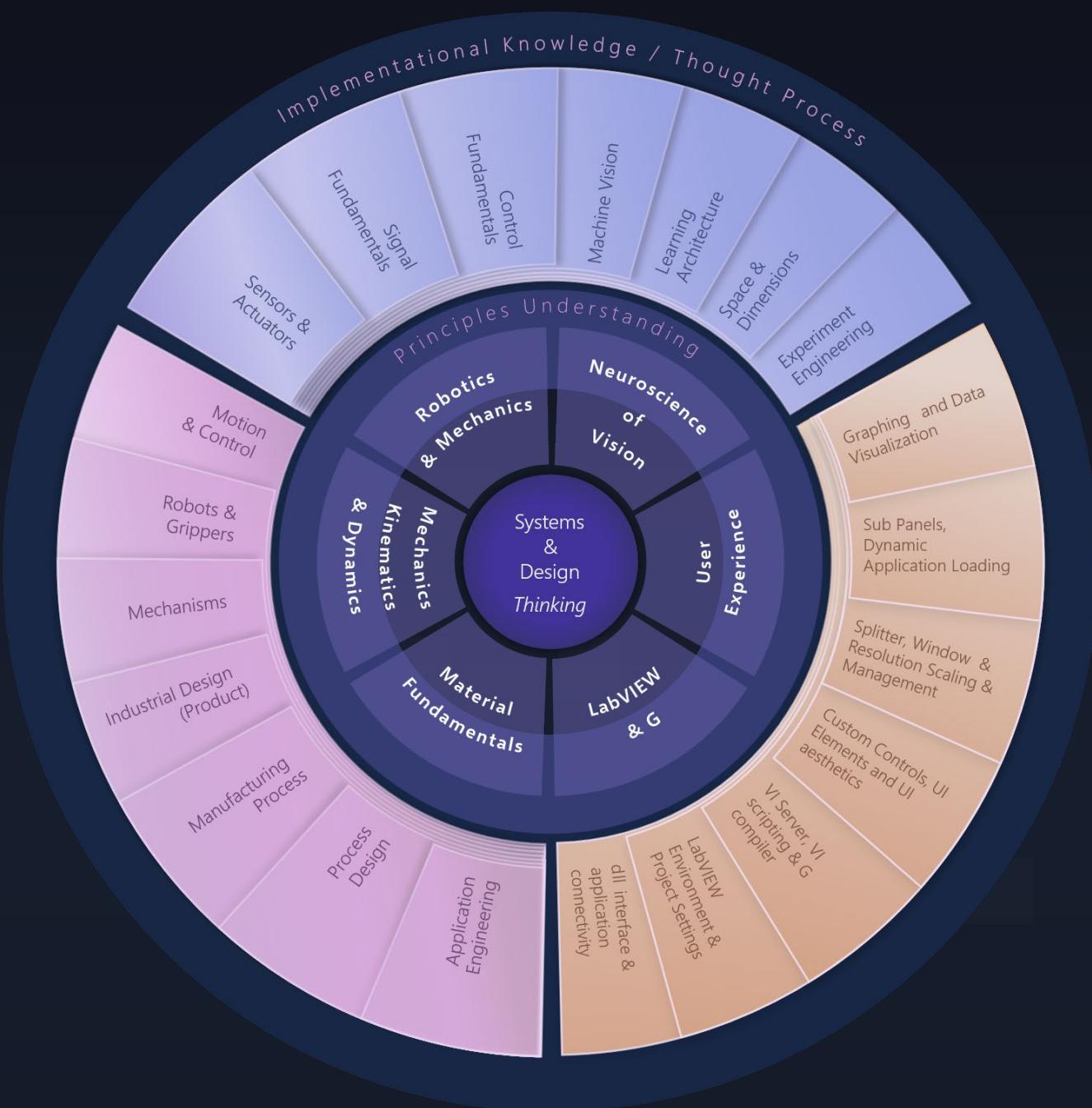
- * The **Evaluation journey** intends and strives to give an experience of the work that the candidate would be performing at CynLr, to help the candidate assess the job better - before deciding.
- * Questions that will be asked, *including the Online MCQs*, is something that we face in our day-to-day Product and technology building and not some derivation of popular Interview puzzles.
- * All questions **test the thoroughness of Thinking with the Fundamentals** rather than the 'mastery' in implementing a borrowed method / knowledge. (Not the usual competitive/academic/coding challenge topics)

From these **principles emerges the practices required to fulfil the tasks**. The experiences that align with these areas define the scope of the role.

The evaluation is to identify talent who can fill the below combination of Engineering skills the need for our product development. *Treat this as self-exploration and a practice rather than a typical job interview*

- This Evaluation is **Tool Agnostic** and someone's proficiency or practice with any particular design or Programming tools like MatLAB, CAD tools, FEM Tools, LabVIEW, Python, C++ or any specific Libraries like OROCOS, PID toolkits, etc is not the priority. Ability to **design and build** the "**fundamental Engineering Principles**" behind those **Libraries and Tools** is our seeking, which anyways will demand knowledge of some corresponding tool but not limited only to that.
- Ability to **Think** clearly to know your assumptions (**critical thinking**), fascination for the problem and learning quickly matters more than the authority of presumed 'academic' knowledge





Decoding Skill Wheels:

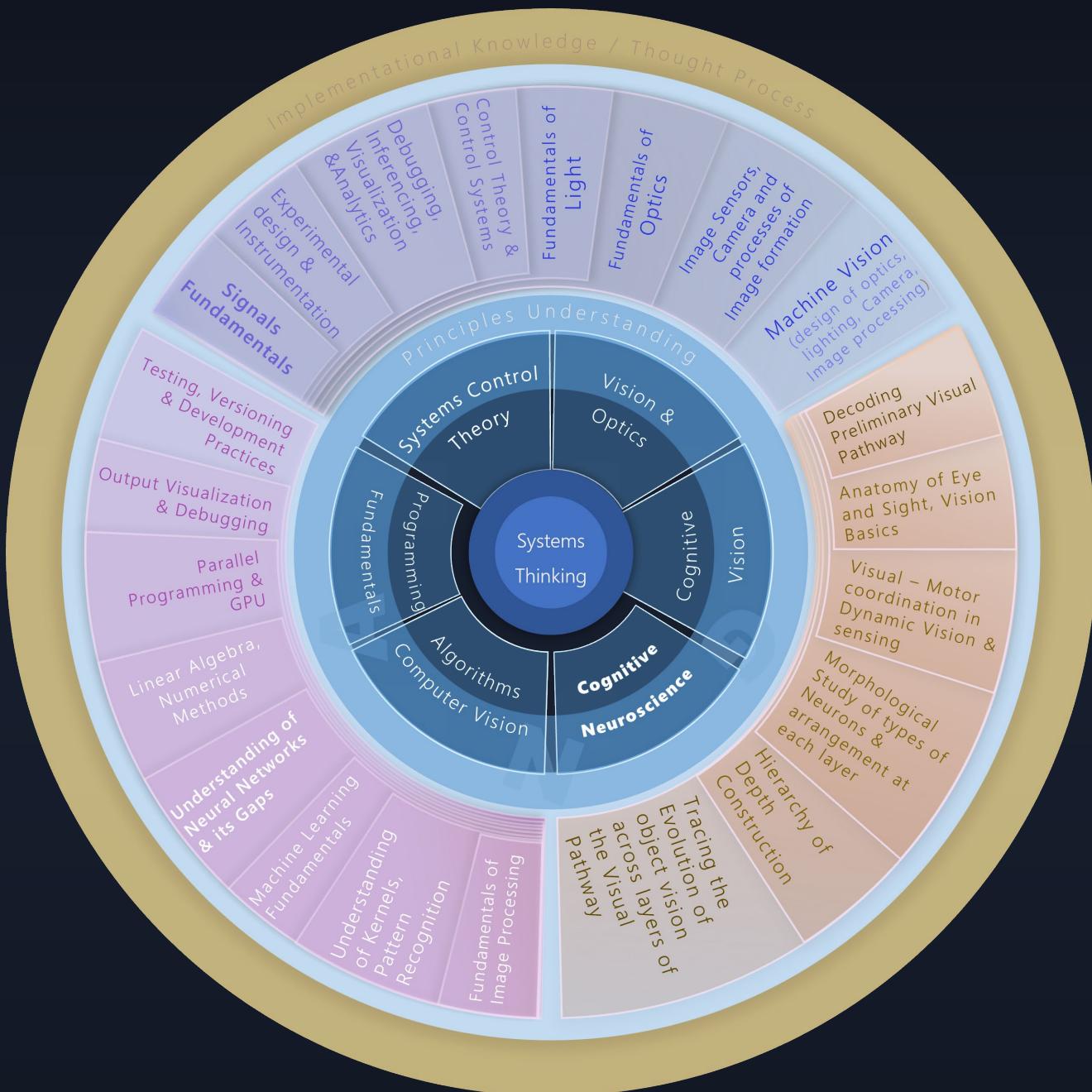
At the core lies - ***Behavioural Strategy and Critical Thinking*** – thought process essential to be successful in every role at CynLr.

On top of this, there rests a layer of ***Key Principles***. – the foundational perspective required for the role.

This can also be treated as the areas that would be evaluated in prospects for every role. For e.g., a deep understanding of design theory is required for the Visual Design role.



Algo & Machine Learning



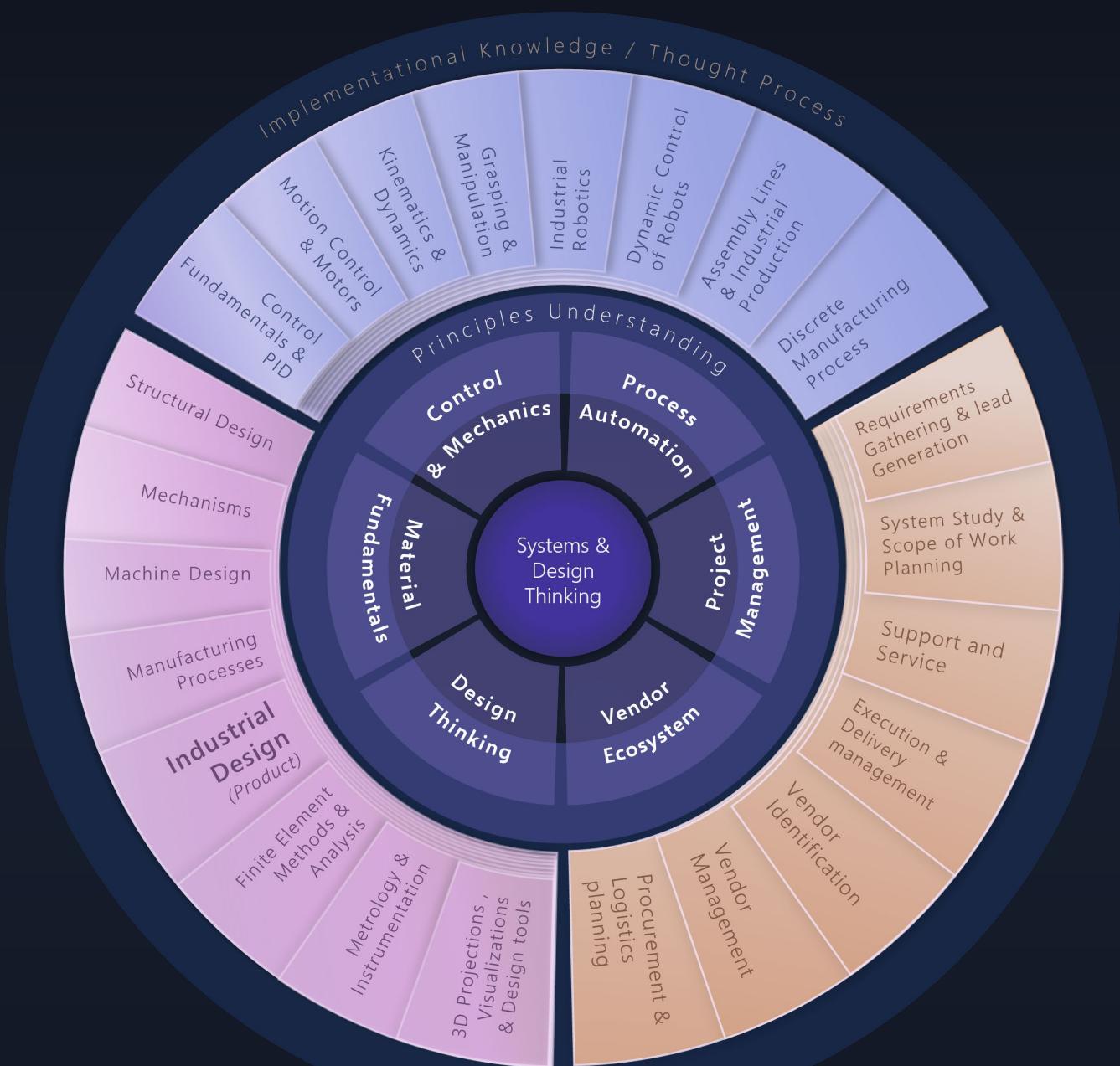
[Click to view detailed JD](#)

Neuroscience & Vision - Algorithms

Machine Learning Modelling



Mechanical, Industrial Design & Production



[Click to view detailed JD](#)

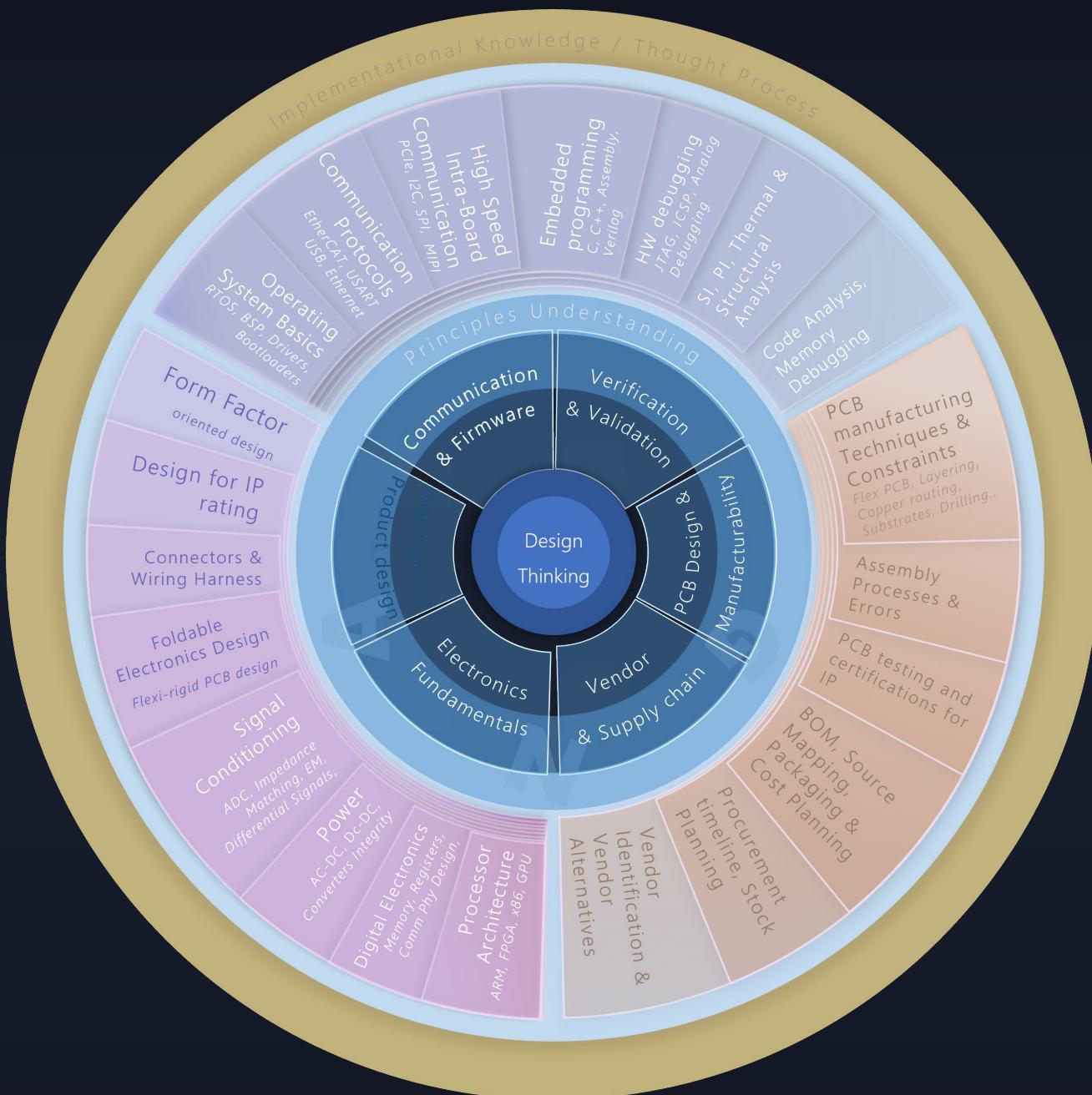
Mechanical Design
- product & tools

Mech - Production
Design & Supply chain

Technology
Sourcing



Electrical & Electronics



[Click to view detailed JD](#)

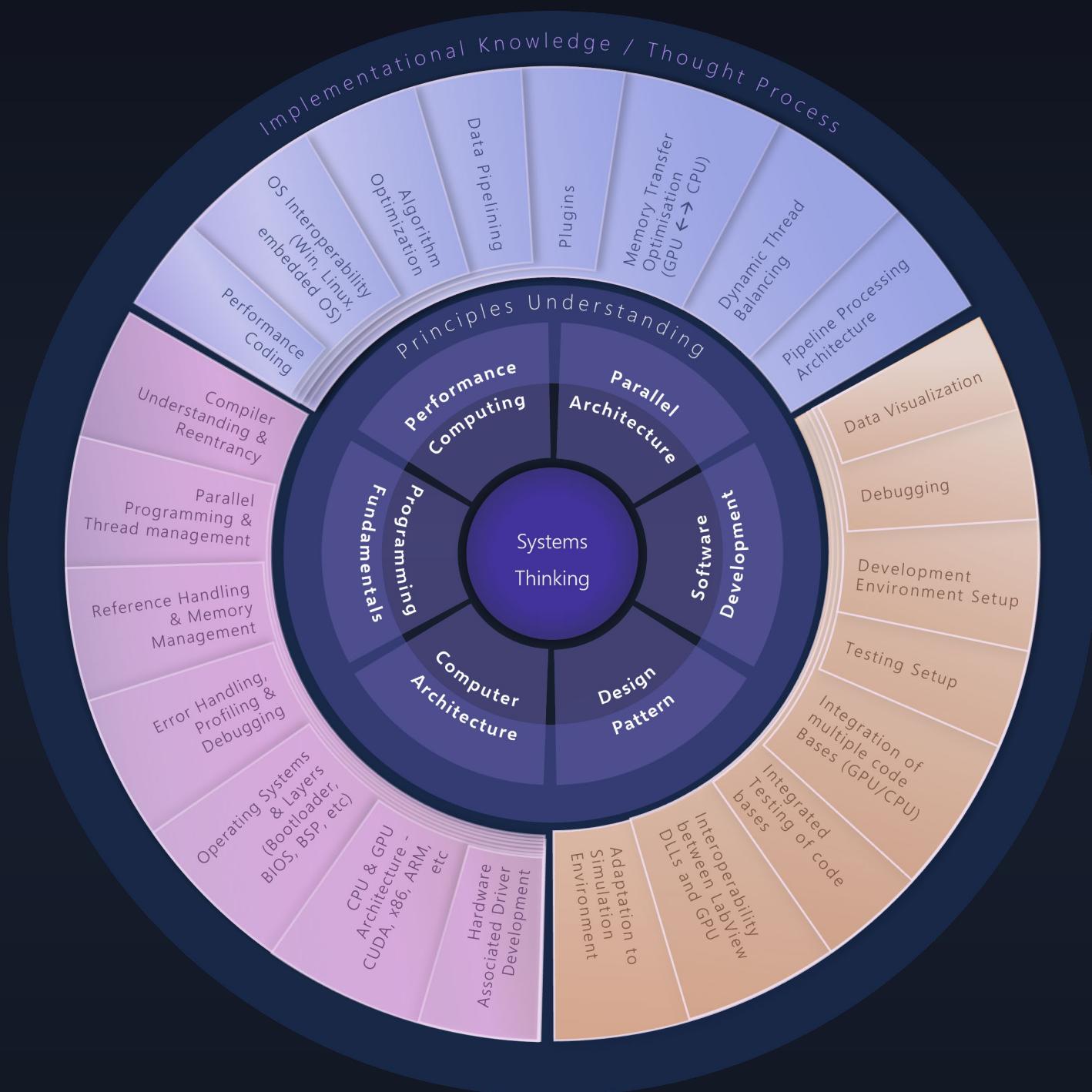
Electrical &
Motion Control

Electronics
(**Embedded Design**)

Electronics
(**Compute Design**)



Software Engineering



Click to view detailed JD

Software Dev (**C++**)

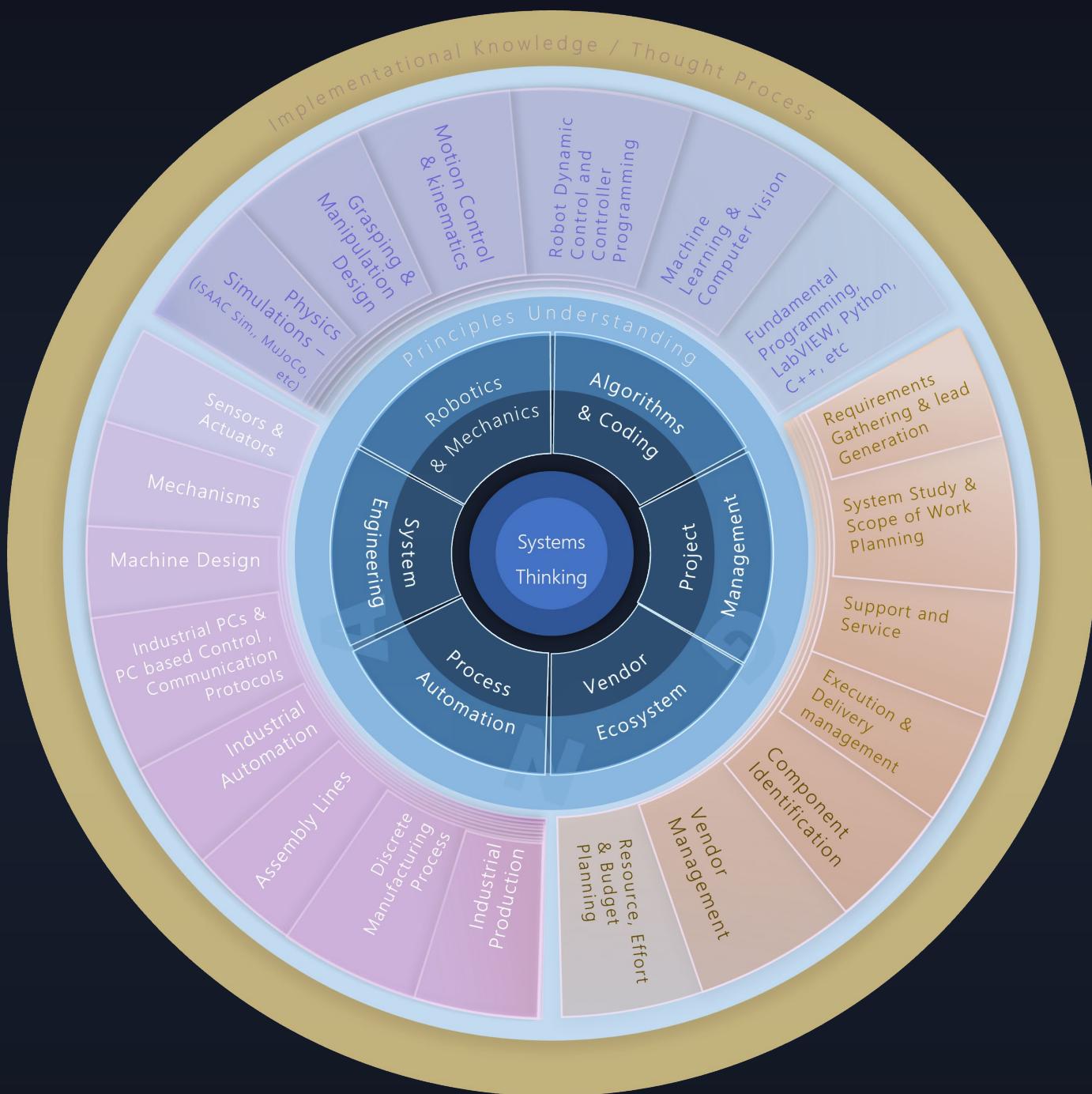
SW Application Dev
- **LabVIEW & C++**

DevOps

Software Dev - **GPU**

Technical
Documentation

Internal Toolchain
Development



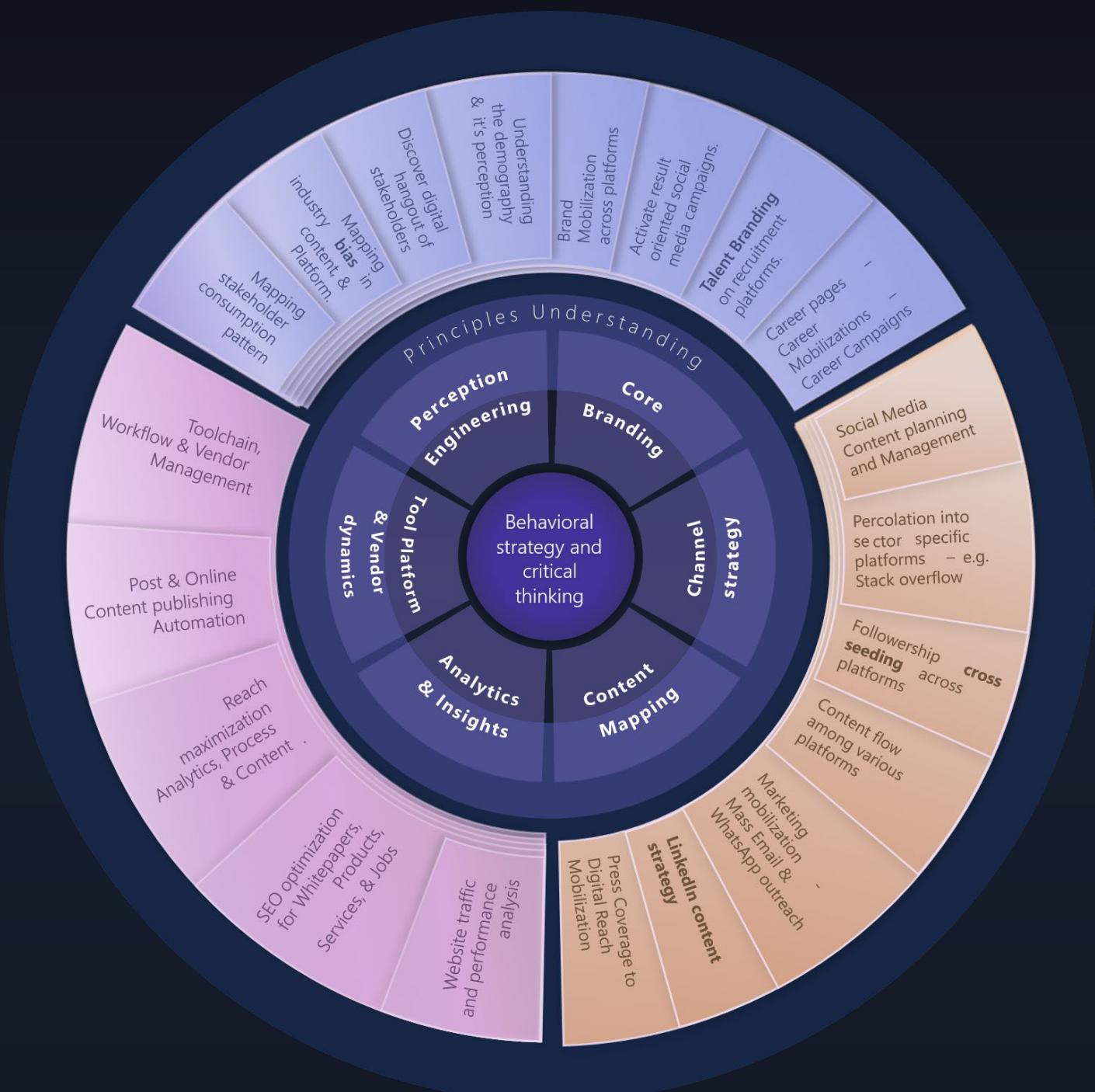
[Click to view detailed JD](#)

Robotics Engineering

Robotics Solutions Engineering



Business Roles



[Click to view detailed JD](#)

Engineering Marketing

Digital Marketing

Technical Documentation

Other Roles

Program Management

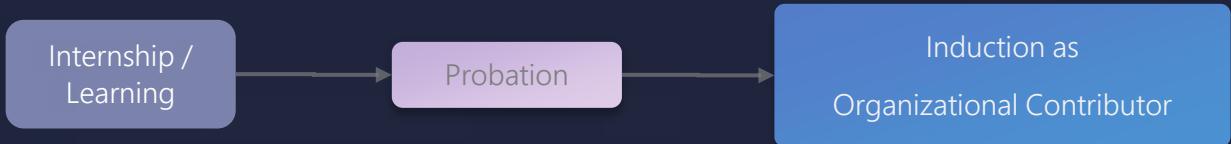
Engineering
Sales

Engineering Management



How will your Career Progress?

We envision this role to be the genesis of what would eventually be a **foundational pillar** of the organization – **Design**. The problem of Vision for Object Manipulation is highly deceptive and deeper,



sometimes questioning our understanding of fundamental Physics and Mathematical approximations as commonly advocated and used. And that's what tells us that we are building something fundamental and unique.

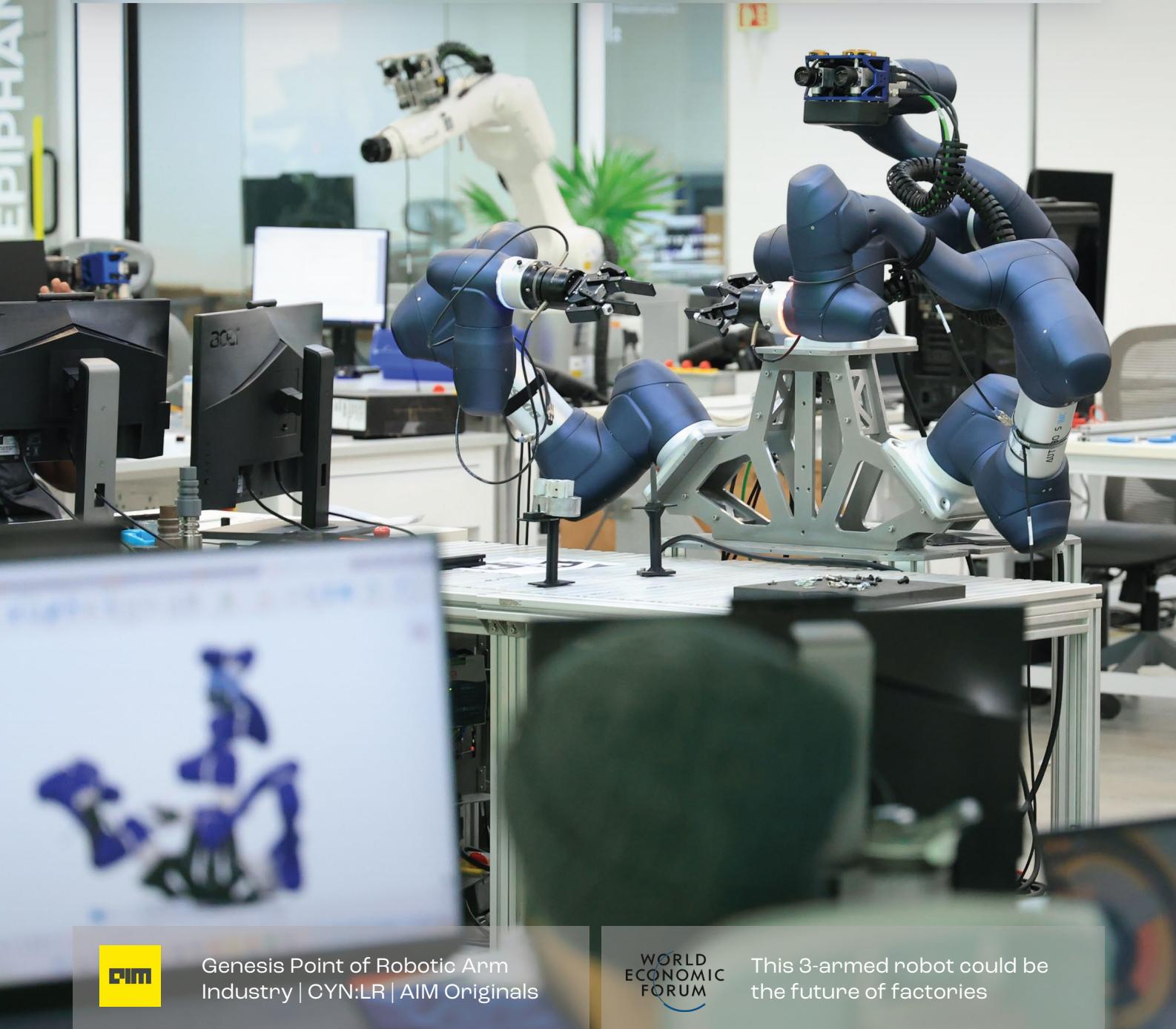
Of course, then the thought process that we require are not readily available or academically groomed and therefore requires a significant unbiased learning about the problem before learning the skill to solve it

We often end-up spending more effort in unlearning the misconceptions and assumptions that typical job training infuses– the usual ML, Computer Vision, etc, mostly calibrated towards building talent to fit the widely needed jobs. Such jobs augment solved problems that need scale and not necessarily unique, concentrating more on the ‘tools’ than the fundamentals – *pick a library and figure out how to integrate code blocks or some mechanisms or circuits and make an application.*

*If this approach would have worked for our problem, then the problem would already be solved. Hence it demands a foundationally unique approach towards to solve Object Manipulation. To quote, **CynLr builds its own “TensorFlow” and “OpenCVs”**.*

This is endemic not just to the SW and ML algorithms, but to almost every HW layer & Infrastructure used – *Image sensors & optics to Haptics & Arms to Computational Platforms to even Lab Facility & Supply Chain, had to be uniquely designed from scratch while pushing their limits.* In this context, the candidate can expect to help CynLr build organizational capacity in all kinds of Design from Research to Product Development to Brand Building to Operations to Applications & Sales or diversify or specialize in any of these domains.

CynLr is a research firm building "Visually Intelligent robots" that "intuitively" handle unseen objects like a baby that needs no training, a 40-year-old unsolved problem, also touted as the 'holy grail of robotics.' With 50+ member strong team hosted at 13,000 sq. Ft. R&D facility - H.I.V.E. – we are based out of Switzerland, India and United States.



Genesis Point of Robotic Arm
Industry | CYN:LR | AIM Originals

EXPLORE OPEN ROLES

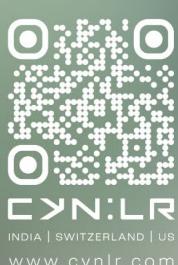
Join our core team to build the missing
layers in Machine Vision & Robotics



CynLr SA
unlimitrust campus, Rte des Flumeaux
44, 1008 Prilly, Switzerland

CynLr Inc.
Suite 505, 14205 N Mopac Expressway,
Austin, Texas 78728, United States

CynLr - Cybernetic H.i.v.e
Warp Building, SJR I PARK, Whitefield
-560066, Bengaluru, India



youtube.com/@cyn-lr

linkedin.com/company/cyn-lr

contact@cynlr.com

www.cynlr.com



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