

Job Notification Form, IIT Delhi

Company Overview

Name: HCL Technologies

Website: Hcltech

Company Type: Information Technology

Description: HCL Technologies is a next-generation global technology company that helps enterprises reimagine their businesses for the digital age. Our technology products and services are built on four decades of innovation, with a world-renowned management philosophy, a strong culture of invention and risk-taking, and a relentless focus on customer relationships. HCL also takes pride in its many diversity, social responsibility, sustainability, and education initiatives. Through its worldwide network of R&D facilities and co-innovation labs, global delivery capabilities, and over 168,000+ 'Ideapreneurs' across 50 countries, HCL delivers holistic services across industry verticals to leading enterprises, including 250 of the Fortune 500 and 650 of the Global 2000

Job Details

Designation: Senior Software Engineer - Industrial Design

Type: Information Technology

Place of Posting: PAN India

Job Details: Job Purpose :

To apply user centered design process and design thinking to conceptualize products across domains. The candidate needs to have the skills required to gather user requirements, innovate, conceptualize, visualize, and apply usability and engineering principles to ensure that the concepts meet end user needs

Key Responsibilities (Responsibilities will include but not be limited to the following)

KPA1 - To understand Scope of work, functional requirements of product / application, Voice of Customer and Business, market research and technology centric research etc.

- Conduct user research/ Qualitative research by means of contextual enquiry, in-depth interviews, shadowing, fly on the wall techniques

- Propose Concepts (Hand sketches, 2D, 3D CAD etc.) by assimilating research/ inputs and/or engaging Industrial design team and/or cross functional teams in brainstorming ideas and design directions. Apply ergonomics and usability principles to product design to ensure better user experience, efficiency, error free, safe and comfortable use of product

- Provide Initial design details, add design details to ensure concept feasibility and retain design intent

- Collaborate with Internal/External HW, SW and Mechanical teams from concept to delivery

KPA2 - To create visual mockups or scaled mockups of proposed concepts with required data (Material consideration, engineering requirements of parts and assembly for manufacturability, usability, style and texture) by manual or machine aided processes. This includes coordinating with engineering groups and prototyping vendors for mockup / prototype creation

- To conduct or participate in the User testing process including User Acceptance

- Testing (UAT) or similar and apply feedback to improvise design concept accordingly
- KPA3 - To interact with designated SPOC (internal/Client) or as SPOC, to gather and understand the functional and engineering requirements of product / application, usability, style guidelines etc. and document all considerations, assumptions for conceptualization
- KPA4 - To review and validate the generated outputs (Ideas and sketch data, design details, 3D CAD Models etc. at appropriate phase) adhering to standards and appropriate evaluation criteria (optional)
- KPA5 - To track, prioritize, plan and complete, owned tasks in stipulated time and request help on complex tasks
- KPA6 - To generate quality outputs per desired requirement and seek guidance / clarification as needed
- KPA7 - To create design documents/Presentations, conduct knowledge sessions
 - To learn additional design skills involving new / alternative material, techniques, methodologies etc. and acquire domain knowledge skills.

Technical Skills (Technical Skills will include but not be limited to the following)

- 1 Ability to understand work scope, engineering requirements, Standards and Client Style guidelines
 - Perform user research using techniques/methodologies/ process ethnography, contextual enquiries, In depth interviews, Shadowing , fly on the wall observation techniques or similar techniques
 - Prepare and conduct user research tasks including setting up questionnaires, research methodology
 - Synthesize user research which includes voice of customer, voice of business, market research or similar into ideas, concepts and products
 - Visually depict creative ideas with good sense of form & finish with appropriate tools / software's
 - Conceptualize solutions as required based on the user research, market research, VOC and VOBs
 - To hand sketch ideas, forms, details and product renders
 - Coordinate with SPOCs/ Clients to receive information/inputs and provide updates, on-time deliveries
- 2 • Ability to apply latest design trends, consumer research , futuristic thought, sustainability principles, cradle to grave design principles, art and design inspirations into concept designs
 - Ability to create visual mood boards, theme boards, mind mapping for product aesthetics
 - Ability to creatively ideate on novel/ innovative solutions by applying design thinking/ user centered design process or similar methodologies
- 3 Ability to apply usability standards when detailing product design including appropriate ergonomics/ human factors and create usability plans for user testing and validation
- 4 • Ability to work with prototyping teams to develop physical hi-fidelity mockups and prototypes
 - Ability to create hand mockups (which may involve workshop tools) of concepts/ concept details for usability or visual validation
- 5 Ability to verbally articulate conceived ideas to stakeholders and work with cross functional teams that include mechanical, hardware and software engineers to create, develop and validate concept
- 6 Ability to interpret limitations on manufacturability, mechanical or hardware design as reported and make appropriate suggestions on retaining ID intent during product development
- 7 Ability to apply knowledge of materials, manufacturing processes and technologies for concepts and apply UI and usability principles in developing wireframes for software components of the concepts.

Tool Skills (Tool Skills will include but not be limited to the following)

- 1) Ability to hand sketch, render and digitally sketch and render using a sketch tablet (intous, cintiq)
- 2) Ability to illustrate concepts using illustrator, corel draw or similar and create presentations in power point as appropriate to display concepts
- 3) Ability to work on tools to create CAD models of concepts of acceptable or exceeding acceptable quality using Solidworks/ProE/ Rhino/ Alias/ UG etc. as appropriate and render CAD models of acceptable or exceeding acceptable quality using Keyshot/Bunkspeed/Max etc.

4) Ability to create User Interaction concepts and Wireframes using appropriate tools (PowerPoint, Balsamiq etc.), Also create project plans using MPP/ Excel
5) Ability to create artwork using adobe illustrator, Corel Draw

Behavioral Skills (Behavioral Skills will include but not be limited to the following)

- 1 • Ability to engage in proactive planning and timely execution, with sufficient theoretical and working knowledge on technical standards
- Ability to communicate confidently (written & oral) with effective presentations of facts & figures to required stakeholders
- Ability to think creatively & laterally to solve problems
- Ability to work with team to achieve common objectives
- 2 Ability to plan, prioritize tasks (on delivery schedule etc.), display commitment and ownership (on activities / deliverables etc.), apply his/her technical and analytical abilities for exceptional solutions
- 3 Ability to effectively manage oneself (also tasks oneself per defined quality standards under limited guidance), work on self / team performance improvement and maintain cohesive team
- 4 Ability to demonstrate good problem solving skills reflecting on past experiences to arrive at multiple solutions for complex issues at hand and find feasible solutions
- 5 Ability to understand team's capabilities, establish clarity on team goals and mapping them for achieving expected outcomes to consistently meet & exceed customer expectations

Desired Overall Experience : 1+ Years

Desired Relevant Experience :

Technical :- 0+ Years

Tool :- 0+ Years

Domain :- (To be filled by requestor)

Domain Skills Specific Technical skills (To be filled by requestor in space below)

- 1 Industrial Design / Product Design / User Experience Design
- 2 Hand sketching, hand rendering, CAD modeling and rendering skills
- 3 User research/ Qualitative research/ Design research / Usability Research

Must to Have skills (To be filled by requestor in space below)

- 1 Product Aesthetic, form and design knowledge and application
- 2 Sketching and CAD modeling skills
- 3 Demonstrated user research, synthesis and insight collection
- 4 Knowledge of Ergonomics/ Human factors, Materials and manufacturing processes

Good to Have skills (To be filled by requestor in space below)

- 1 Oratory skills and presentation skills
- 2 User interface and User experience Design

To Search: Key Words: "Hand Sketches", "Styling", "Design details", "Usability", "Mockup", "Surface Modeling", "CAD Surfaces", "Ergonomics", "Human factors", "Aesthetics", "VOC", "User Research", "Industrial Design", "Product Design", "Form"

Additional Key words for search:

Variant Job

L1 - Beginner L2 - Practitioner L3 - Expert L4 - Master L5 - Guru

L1 - Needs guidance and nurturing to deploy the competency; cannot do it independently

L2 - Can deploy a competency based on known situations and few variables

L3 - Can handle difficult and complex situations while deploying the competency

L4 - Works from fundamentals; can handle the unknown whilst deploying the competency

L5 - Is able to deploy the competency through others or remotely

Joining By: 1 July 2022

Salary Details

CTC:	1,200,000 INR Per Annum
Gross:	1,007,577 INR Per Annum
CTC Breakup:	Monthly Components (in INR) Basic Salary 25,000 House Rent Allowance 12,500 Food Wallet 2,000 Holiday Allowance 4,166 Compensatory Allowance 40,299 TOTAL: Monthly 83,965 TOTAL: Monthly Components: Annualized 1,007,577 Retirals & Other Benefits (in INR) Provident Fund 36,000 Medical Insurance Premium/ESIC 10,000 Gratuity 14,423 TOTAL: Retirals 60,423 Variable Components (in INR) Performance Bonus (in Rs.) 72,000 Engagement PB (paid monthly) @ 100% achievement levels 60,000 TOTAL: Variable Components 132,000 COST TO COMPANY - 12,00,000

Selection Process

Resume Shortlist:	No
Written Test:	No
Online Test:	Yes
Group Discussion:	No
Medical Test:	No
Personal Interview:	Yes
No. of Rounds:	2
No. of Offers:	20
Minimum CGPA:	6.35

Eligibility

Recruiting PHDs:	No
Eligible	Master of Design in Industrial Design, Master of Design in Industrial Design

Departments: