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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:09 pm**

Hi Akshita! I took a brief look at your resume. My suggestion is - do apply for us!

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**Akshita Bhat: March 10, 1:11 pm**

Thanks, I will be graduating this December so when do you think is the right time to apply/

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:12 pm**

Apply when you are ready because the graduate program is already open!

[Reply](javascript:;)

* [](javascript:;)

**Akshita Bhat: March 10, 1:13 pm**

Ah that's great, so how does a graduate program work?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:16 pm**

Generally you start as a junior member of the team and work with other engineers!

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**Akshita Bhat: March 10, 1:17 pm**

Interesting, and as you mentioned there's some work going on in the AI/ML Team, what all backgrounds do people have in that team?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:19 pm**

They come from various backgrounds. About half of our engineers have a doctor degree but they are all in various fields, such as computational chemistry, stats and nlp.

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**Akshita Bhat: March 10, 1:21 pm**

Wow, that's really interesting! I believe it'd be great opportunity to work with them

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**Akshita Bhat: March 10, 1:21 pm**

What's your recruitment process like?

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**Akshita Bhat: March 10, 1:23 pm**

And what qualities do you feel are important to get shortlisted after each round

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:25 pm**

First you will receive an online assessment. There will be an recruiter interview, a technical interview, a head of engineer and CTO interview and a bar raiser interview.

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:26 pm**

**Akshita Bhat: March 10, 1:23 pm**

And what qualities do you feel are important to get shortlisted after each round

I am not sure what you mean by this?

**Akshita Bhat: March 10, 1:55 pm**

Hi sorry about that - you actually answered my question above! Thanks for that!

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:56 pm**

No problem!

**Akshita Bhat: March 10, 1:56 pm**

How long would you say the recruitment process takes overall?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:57 pm**

Around 1 month. I applied last year and it took me just 1 month.

**Akshita Bhat: March 10, 1:57 pm**

From resume screening to final offer?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:58 pm**

yes

[](javascript:;)

[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:58 pm**

while actually from the first recruiter contact

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:58 pm**

well\*

**Akshita Bhat: March 10, 1:58 pm**

Wow that's great, so you suppose my resume will get shortlisted and I'll receive the online test?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 1:59 pm**

Yes!

**Akshita Bhat: March 10, 1:59 pm**

That sounds awesome - I'll apply right away

**Akshita Bhat: March 10, 1:59 pm**

What's the online test like?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 2:00 pm**

The coding test will have 4 questions.

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 2:00 pm**

Across a range of difficulties.

**Akshita Bhat: March 10, 2:01 pm**

Sweet, I believe I should practise my coding a bit - is python okay?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 2:02 pm**

Yes. You can choose your programming language to do the the test. Python is certainly one of the options.

**Akshita Bhat: March 10, 2:03 pm**

Sounds great, do you mean I should apply for the Graduate Software Engineer role?

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[**Engineering Rep Shumin Kong:**](javascript:;)**March 10, 2:04 pm**

Yes.

**Akshita Bhat: March 10, 2:05 pm**

Thanks - that was really helpful!