



Associate | Operations and Recruitment - D. E. Shaw Research

We are looking for an individual to work in our Hyderabad office for the Operations and Recruitment (OR) team, which supports D. E. Shaw Research, in a wide variety of functions. D. E. Shaw Research (DESRES) is a New York-based drug discovery and computational biochemistry research company developing and using advanced computational technologies to understand the behavior of biologically and pharmaceutically significant molecules at an atomic level of detail, and to design precisely targeted, highly selective drugs for the treatment of various diseases. Among our core technologies is a proprietary special-purpose supercomputer called ANTON® which we designed and constructed to perform molecular dynamics simulations more than 100 times faster than the world's fastest general-purpose supercomputers. DESRES develops and refines advanced biomolecular modeling methods, software, and machine learning techniques on ANTON®, as well as on general-purpose supercomputers, in order to pursue both internal and collaborative drug discovery programs.

What you'll do day-to-day:

As an associate you'll be responsible to design, refine, and implement customized sourcing strategies to identify and recruit world-class talent and contribute to a variety of recruitment-related activities and workflows at all stages of the candidate lifecycle. You will contribute to events such as on-campus career fairs, research talks, and conferences attended by the technical team members along with the overall management of the group's advertising and marketing efforts. You will suggest and implement infrastructural enhancements and contribute to process documentation and carry out statistical analysis of operational, recruitment, and technical data. You will be engaged in end-to-end management of interview process including scheduling and feedback collation from hiring managers and providing a seamless candidate experience. You will have the opportunity to work with the group's scientists and track trends and technological advancements relevant to the drug discovery efforts. You will be responsible for supporting the group's corporate development team by tracking scientific publications and analyzing supercomputer data. You will also maintain the database of scientific research papers.

The D. E. Shaw group (DESCO) is a global investment and technology development firm with more than \$60 billion in investment capital as of December 1, 2022, and offices in North America, Europe, and Asia. Since our founding in 1988, our firm has earned an international reputation for successful investing based on innovation, careful risk management, and the quality and depth of our staff. We have a significant presence in the world's capital markets, investing in a wide range of companies and financial instruments in both developed and developing economies. Our activities range from computer-based quantitative investment management to the development and financing of technology-oriented business ventures. D. E. Shaw India (DESI) is a core member of DESCO's Global Information Technology Group and was established in Hyderabad in 1996. DESI provides research, development, and support for all of D. E. Shaw's business initiatives.

Who we're looking for:

- The ideal candidate should be a final year student from a three-year undergraduate program from any discipline with no current backlogs
- They should be exceptionally bright and highly motivated creative thinkers
- They should demonstrate attention to detail, analytical ability, and problem-solving skills
- They should possess excellent written and oral communication skills

Compensation and Benefits Package:

Base INR 12,25,000	
Variable* INR 1,50,000 – INR 2,00,000	
Benefits INR 4,50,000	
Relocation Allowance** INR 1,25,000	
Joining Bonus INR 1,50,000	
Compensation and Benefits Package	INR 21,00,000 – INR 21,50,000

* Lower amount is guaranteed, higher amount is dependent on performance.

** Relocation will entail reimbursement on travel (in full), guest house stay for 14 nights & reimbursement of movement of household goods, brokerage; on actuals up to a maximum of INR 50,000