Proposal for Hiring IT Trainees from B.Tech (CSE/IT) & MCA Streams

Target Candidates

- **Academic Background**:

  - B.Tech – Computer Science, Information Technology

  - MCA – Final-year students or recent graduates

- **Skills**:

  - Strong foundational knowledge in programming, databases, algorithms, and data structures.

  - Good communication and problem-solving skills.

Job Description: IT Trainee

Position Title: IT Trainee

Department: Technology / Software Development / IT Operations
Location: Noida

Employment Type: Full-Time (Trainee – Convertible to Full-Time Post Training)

Role Overview

We are looking for enthusiastic, tech-savvy graduates who are eager to build their careers in the IT domain. As an IT Trainee, you will undergo structured training in software development, systems, and tools used across our organization. Post training, you will be deployed in live projects across development, testing, DevOps, data engineering, or support roles based on your aptitude and performance.

Key Responsibilities

- Attend and complete the internal training programs successfully.

- Work on real-time projects under guidance from senior developers and managers.

- Participate in code reviews, documentation, and testing cycles.

- Contribute to technical discussions and agile team activities.

- Troubleshoot and debug basic technical issues under supervision.

- Learn and apply modern tools, frameworks, and technologies used in our tech stack.

Required Skills & Qualifications

- B.Tech (CSE/IT) or MCA – 2024/2025 pass-outs and 2026 batch

- Strong grasp of programming fundamentals (Java, Python, C++)

- Knowledge of React Js, SQL, OOP concepts, and web technologies (HTML, CSS, JavaScript) is a plus

- Familiarity with Git, IDEs, and any software development project experience (academic or personal) preferred

- Logical reasoning and analytical thinking abilities

- Good communication and interpersonal skills

- Eagerness to learn and adapt in a fast-paced environment

Compensation & Benefits

- **Training Stipend**: ₹15,000 – ₹20,000/month (for 1 year months)

- **Post-Training Package**: ₹6.0 – ₹10.2 LPA (based on assessment & business requirements)

- **Retention Bonus**: upto ₹50,000 after 18 months of service

Growth Path

IT Trainee → Junior Software Developer / Analyst → Software Engineer → Module Lead / Project Engineer / Analyst II

Selection Process

1. **Aptitude Test** – Logical reasoning, quantitative aptitude

2. **Coding Assessment** – Basic programming & algorithmic challenges

3. **Technical Interview** – Core CS concepts , React JS & project discussions

4. **HR Interview** – Communication, mindset, and organizational fit