1. Company Introduction & Vision

CodersGyan is a leading Indian EdTech company dedicated to making practical, industry-ready web development education accessible for everyone. Founded in 2021, CodersGyan's vision is to bridge the gap between theoretical learning and practical skills required for real-world jobs, especially for students and professionals in India.

Vision Statement:

To empower learners with hands-on coding education and make every student job-ready, regardless of background.

Mission:

- Deliver high-quality online and offline courses focused on full-stack development.

- Support learners with mentorship, peer learning, and real project experience.

- Build India's largest developer community.

Core Values:

- Student-first approach

- Integrity and transparency

- Practical learning

- Inclusion and diversity

- Teamwork

CodersGyan has trained over 30,000 students, has 100K+ YouTube subscribers, and collaborates with 50+ industry mentors. As of 2025, CodersGyan offers 20+ flagship web courses, several micro-courses, and regular career bootcamps.

2. Organization Structure & Teams

CodersGyan is structured to support agility, collaboration, and innovation.

Leadership:

- CEO: Rakesh Kohali

- CTO: Aditi Sinha

- COO: Deepak Menon

- Head of Content: Priya Agarwal

- Head of Support: Saurabh Raj

Departments:

- Engineering: Full-stack devs, DevOps, QA, UI/UX

- Content: Instructors, video editors, curriculum designers

- Student Support: Counselors, support execs

- Marketing & Community: Campaigns, social, events

- Operations: HR, admin, finance, legal

Reporting Structure:

Each team member reports to their department head, who in turn reports to the COO/CEO. Special project teams may be created for major initiatives.

Internal Communication:

All official communication is on Slack, Notion, and CodersGyan email. Unofficial channels (WhatsApp, Telegram) are for urgent use only. See Section 18 for branding rules.

3. Employment & HR Policies

CodersGyan is committed to being an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees, regardless of gender, religion, caste, marital status, sexual orientation, disability, or age. All hiring, compensation, and promotion decisions are based strictly on merit, performance, and organizational need. Harassment or discrimination of any kind will result in disciplinary action, up to and including termination.

All full-time employees are expected to work a minimum of 8.5 hours per day, between 10:00 AM and 6:30 PM, Monday to Friday. Flexi-time is available with manager approval, subject to team requirements and ongoing projects. All employees must record their attendance daily via the Zoho HR portal. Frequent unreported late arrivals or absences will be recorded as policy violations and reflected in the employee's performance review (see Section 20).