

# SCALER ACADEMY'S PLACEMENT POLICY

**SCALER** 

By InterviewBit

**Disclaimer:** The following policies apply only to Scaler Academy learners enrolling on Scaler Academy courses starting in October 2020. The policies mentioned below will not hold relevance to any of the Scaler learners from course batches before October 2020 or for Scaler learners from any of the Scaler Edge and Scaler Plus courses.

## Contents

Table of contents for the topic ‘Scaler Academy’s Placement Policy’.

<b><u>About Scaler’s Placement Process</u></b> .....	<b>1</b>
<b><u>Referrals</u></b> .....	<b>5</b>
<b><u>Scaler Support in the Placement Process</u></b> .....	<b>8</b>
<b><u>Offer-related Queries</u></b> .....	<b>11</b>
<b><u>Eligibility</u></b> .....	<b>13</b>
<b><u>About Jobs</u></b> .....	<b>15</b>

# Placement Policy

## 1. About Scaler's Placement Process

### Frequently asked question/s:

- What does the placement assistance/support mean to us (learners)?
- When can we expect communication from Scaler reg the placements during the program?

The Careers Team at Scaler strives towards onboarding & partnering with diverse, fast-growing organisations to ensure support to our learners in connecting them with the right opportunities upon graduation. In short, we are the placement division of Scaler.

### a. Steps in Scaler Academy's Placement:

- The placement support process starts once you are into Scaler's program.
- Our team will work both ways to make sure we bring the right opportunities to our learners and the best of the technology talent in the country to our partners.
- For the apt application of the previous point, our recruitment team carefully vets every job role that our hiring partners share to ensure our learners get relevant job opportunities.
- Our team will communicate to you about the new job opportunities through relevant channels in the Scaler Chat platform calling out the requirements very clearly.
- Our recruitment team will reach out to the learners to get consent to process the profile depending on the fitment of the role OR the learner can directly apply for the job posted on Scaler Chat.

- We also assist our learners in the interview preparation process through mock interviews.
- Our recruiters shall help/assist the learners through the entire hiring cycle (i.e., till the time of offer roll-out) by providing updates on the application status without fail.
- Given the impactful network, Scaler has created, learners can also tap into opportunities through mentor & alumni referrals on Scaler Chat.

#### **b. Scaler Academy's next step towards enabling better placements:**

To further our support in our Learners' placement, Scaler is working around a few other initiatives aside from the traditional support. The aforementioned initiatives will go into effect very shortly.

- **Hire from Scaler Portal** is a platform that Scaler is building to enable a middle ground between hiring companies and learners. It will allow the learners to communicate directly with the recruitment teams of the employing organisations and also, track the progress of different jobs that any learner has applied for. All this in addition to the assistance that Scaler's recruitment team will continue to provide.
- **Batch days** is a forum we are setting up that is similar to a career fair/ drive to help our learners meet with multiple companies on the same floor, have discussions with them around the opportunities that these companies are offering, gauge how these opportunities suit you as a Scaler learner and above all else get hired by these companies at the first opportunity.

Once these forums have gone live all Scaler Academy Learners will be notified of the same and Scaler would be delighted to assist any/all of our learners in utilizing these to their advantage.

## IMPORTANT!

### Please NOTE

- Job postings on Scaler Chat channels will continue only until MAY 2021. Starting May 2021 the job postings on Scaler Chat will be discontinued and will effectively be moved to **Hire from Scaler Portal**. Anyone applying for any job opportunities via Scaler Academy will have to do so on the Scaler Talent Portal platform.
- Scaler Chat is being substituted by Hire from Scaler Portal for the purpose of better experience by our learners viz-a-viz any reference to Scaler Chat process in this document will indicate that the same process is being followed on Hire from Scaler Portal starting May 2021.
- Scaler Chat will continue to be the source of community referrals i.e., mentor or alumnus referrals even after the launch of Hire from Scaler portal.
- Scaler chat will continue to be a mode of communication between our team and learners even post the launch of Hire from Scaler portal.

For any further questions related to the Placement process, please contact us at [placements@scaler.com](mailto:placements@scaler.com)

Our Customer support team will be delighted to answer any of your queries and the team would find it helpful if you can mention the type of query in the subject line of the email you send.

For ex 1- SUBJECT LINE: Referral related query

For ex 2: SUBJECT LINE: Outbound Process related query

Any query posted to [placements@scaler.com](mailto:placements@scaler.com) will be addressed within 2 business days (which excludes weekends and holidays)

## 2. Referrals:

### Frequently asked question/s:

- Do we only get referred to the Community Job referral channel for placements or any other communication from Scaler can be expected?
- Will I get referrals? If yes, how many referrals will I get during my contract period?
- Will I get referrals/placement for FAANG companies?
- List of companies that are actively hiring & their requirements
- Opportunities from the product based companies (Tier1, FAANG, well-established startups)

Scaler is continuously working on building its partner network to facilitate our learners in getting the best job opportunity. We work with companies across various scales - MNCs, startups & early stage teams trying to major in the technology space. This is done to enable our learners' access to the curated job sets shared by our partners.

The following are some of the modes in which we refer our learners to job opportunities:

### a. 'Learners Apply' OR Inbound:

- All the relevant jobs obtained from our partners and the complete details related to the job (i.e. the kind of skills the learners will be tested on like Data structures, Algorithms, HDD/ LDD etc) will be clearly communicated by our recruitment team at the time of job posting on the Scaler Chat Community for the discretion of our learners.

- Any learner who is willing to apply/ take up a job interview after going through the eligibility criteria is welcome to apply. That goes to say that as our learner, you can apply to any of the jobs that you deem fit but it is advisable to do so only once you are confident about the skills & respective topics being tested in the interview. (If you require) Our recruitment team will guide you and support you through the entire inbound process or at any stage of the inbound process.

**b. 'Scaler Reach Out' OR Outbound:**

- Our recruitment team will also reach out to potential learners (based on the partner company's requirements- skill/ experience etc) with the relevant job opportunities and take consent to apply on their behalf.
- They will be in constant touch with our learners and will support you through the entire process or at any stage of the process in either/all of the cases.
- To refer you to a job opportunity or make you aware of a job opportunity, the assigned recruiter from our team will contact you either over call/email/ direct message on Scaler Chat.

**Please NOTE:** You can access via Scaler, the jobs in our partner companies only post-registration into the program and up to 6 months after the end of your training period.

**c. Mentor OR Alumni Referrals:**

- Scaler wants to keep every path open for our learners to get offered the jobs that they deserve. So, we have also created a channel for our mentor community (consisting of a few hundred career coaches) and alumni to spread the word of job opportunities in their respective organisations on Scaler Chat and learners interested in these jobs can get in touch with the mentors or alumnus and apply to the job of their interest.



- In the case of this type of referrals, your direct point of contact would be the particular mentors and alumnus. Our recruitment team will intervene only if any learner specifically asks for their assistance.

**Please NOTE:** As a Scaler learner you will have lifetime access to apply to community referrals i.e., mentor/alumni referrals. Please do keep in mind that the said lifetime access is applicable only for the community mode of referrals and not inbound/outbound mode.

#### **d. Confidential Job Opportunities:**

There are instances when a partner company would have policies against disclosing their job opportunities to the larger crowd (For ex- Financial Service companies) in which case Scaler's recruitment team will not hold the liability to post details of an opportunity hailing from that particular company on Scaler platforms. Our recruitment team will, however, reach out to eligible learners (as per the partner company's requirements- skill/ experience etc) individually and provide details about the opportunity. It will then be left to the decision of the learner to choose to/ not choose to apply to the job.

The decision to apply to any job will completely be under the authority of the learner and Scaler's team can not be held responsible for any missed opportunities irrespective of the mode of referral.

For any further questions related to the referral process, please contact us at [placements@scaler.com](mailto:placements@scaler.com)

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### 3. Scaler Support in the Placement Process

#### Frequently asked question/s:

- Does Scaler help us prep for specific interviews later?
- Would you conduct any sessions for the upcoming interviews to prep?
- Help for Interview preparations (Mock interviews, online resources, topics to prioritize preparation, etc)
- Job application statuses. (applied for a lot of companies on Scaler Chat but no responses yet)
- Updates on job candidatures. (Asking updates on the interviews they have appeared for)
- For any XYZ company, I and my friend applied. He got the referral but I did not get it. Why?
- If someone is getting rejected in any company interview, then >> What was the feedback given by the company so that I can improve myself on those pointers?
- If someone is getting rejected in any round of the company>> Why am I not being informed by the Scaler team if I am getting rejected in any company? Why would I have to ask you again and again for these updates?
- Who is the POC for XYZ company whom I can reach out to and take an update on my application?
- For the internal test, what is the criteria or cutoff for any opportunities?
- How much I have scored in the internal test for XYZ company referral?
- Why my DB does not show the actual/latest status of my application in XYZ company?

Our recruitment team is continuously working to make sure our learners receive the best of the opportunities. We vet every single job opportunity before we communicate it to the learners to ensure it is in line with our learners' aspirations.

#### **a. Scaler support in job applications:**

Our recruitment team will reach out to the learners to get consent to process their profiles depending on the fitment of the role like skills/years of experience/career graph/learning curve and/or a combination of any of these **as specified by the employer** OR the learner can directly apply for the job posted on Scaler Chat if they view it to be in line with their expectations. The learner will also be made privy to the pipeline of the job that she/he is interested in. This is done seeking to maintain transparency between our teams and our learners.

**Please Note** that the **Role Fitment** will be assessed keeping in view both the professional background of our learners and also, the expectations of our partner companies as decided by the hiring teams at those respective companies.

#### **b. Scaler support in job processing:**

Our recruiters will help you, every step of the way in processing your applications until the particular interview process is complete and you receive the offer. Not only will you receive notifications about the application on your Learner Dashboard and Scaler Chat Community but will also receive direct and detailed communication from our recruiters about the application status and interview feedbacks (irrespective of whether it's positive or negative) as soon as our recruiters receive the same, on your behalf, from the hiring organisation. This is done to help our learners in their holistic development.

If there are any applications stuck in the pipeline (any stage) our team will strive to get our learners updates from the respective company or hiring team within a week of this coming to their notice.

**Please NOTE:** Scaler has no influence over any hiring organisation's interview process, its timelines or any assessment tools/ methods. Hence, our team might not have access to the test scores especially if the application is through mentor or alumni referrals. Nevertheless, our team will work towards getting our learners updates and will also nudge the mentors to help you with the feedback if the application has been channelled through them.

### **c. Scaler support in interview preparation:**

Upon request from the learners, we also help our learners prepare for the interview process of a specific company, by setting up mock interviews with mentors from Scaler Academy's community of recognised professionals acting as career guides and mentors (a few hundred mentors from esteemed organisations)

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## 4. Offer-related Queries

### Frequently asked question/s:

- If I get an offer but decide not to join, will I get more job opportunities?
- I want to sit for XYZ companies since it's my dream company, but can I sit for the other companies so that I can get an experience or prepare myself better?
- Will I be getting more referrals even after I have been placed above X?

At Scaler, we strongly believe in providing fair, transparent & equal opportunities to all our learners without any bias. Learners are free to apply & explore any number of opportunities through our recruiters or referrals until they secure the first offer.

To ensure all our learners have access to opportunities, in case a learner gets selected & offered in some company (irrespective of the mode of referral) then he/she will be deprioritised in the pipeline of any other company's requirement that has been built via Scaler referrals with immediate effect irrespective whether the learner accepts or refuses the offer. An exception will not be made unless and until there is an opportunity that offers a 1.5x increase on the existing offer.

For ex- If a learner gets an offer of 'a' LPA from an 'XYZ' company for a backend engineer role then the said individual will not be referred to any other requirements of the same/other companies unless there is an 'ABC' company which is offering a CTC of '1.5a' LPA or more. In that case, the learner with 'a' LPA offer from 'XYZ' company can apply for the opportunity at 'ABC' company offering '1.5a' CTC.

**Please NOTE:**

1. The aforementioned clause is applicable for all modes of referrals. Despite holding an offer you can continue to apply to jobs posted on the Scaler platform but the guarantee for a profile getting shortlisted cannot be provided as we will mention to our hiring partners that you already hold an offer. This is to ensure that we also give a great experience to our hiring partners by reducing the offer declines.
2. CTC= Total worth of offer received= Fixed Value + any form of variables (includes incentives, any type of bonuses, benefits and ESOPS)

The learner shall have the right to refuse/accept offers solely at their discretion.

For any further offer-related queries please contact us at [placements@scaler.com](mailto:placements@scaler.com)

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## 5. Eligibility:

### Frequently asked question/s:

- Will I get referrals? If yes, how many referrals will I get during my contract period?
- I want to sit for XYZ companies since it's my dream company, but can I sit for the other companies so that I can get an experience or prepare myself better?
- The company is asking for X(for eg. 3) years of exp whereas I have 2.5 years of exp, can you please push the recruitment team to consider me for the opportunity?

We at Scaler work with the primary intention of providing premium quality education to our learners and through this ensure our learners meet their career aspirations. With this in mind, we have designed very simple criteria.

### a. General eligibility to participate in job opportunities:

Anyone who has successfully registered in one of the Scaler programs is eligible to avail of career support services as soon as they are into the program.

Learners can continue to get access to any number of opportunities through our programs

1. For up to 6 months from the end of their training period with Scaler.
2. Until you are offered by the company you are interviewing for and receive an offer irrespective of whether the offer is accepted or declined. However, if there is a company whose opportunity is offering a 1.5x increase on the existing offer then you can apply to only that opportunity. Please refer to the 'Offer-related queries' section above for further understanding of this criterion.

**Please NOTE:** Your eligibility pertaining to a job opportunity may vary based on the company, job requirements (skills, years of experience and so on). Although our team will do its best to rope you into the pipeline of job opportunities that you might be interested in, we will not be able to guarantee that your profile will be shortlisted by the hiring company.

### **b. Eligibility in case of withdrawals:**

The following scenarios exhibit when a learner will deprioritised for further referrals by Scaler's recruitment team.

1. When a learner applies for a job opportunity either via the Inbound or Outbound mode of referrals and withdraws his or application by informing our recruitment team then such a learner's profile will be deprioritised by our recruitment team for future job opportunities. This holds good for withdrawals at any/all stages of the interview process.
2. When a learner applies for a job opportunity either via the Inbound or Outbound mode of referrals and remains unresponsive to the application-related communication either by the hiring company or Scaler's recruitment team for 7 days from the time of receiving the communication then our team will make the assumption that the learner is no more interested in the opportunity and will withdraw the learner's application from the pipeline and also, deprioritise for further recruitment.
3. When a learner obtains an offer via Scaler referrals and declines it then the said learner will be deprioritised for future opportunities by our recruitment team.

### **Please NOTE:**

Scaler would like to request its learners to write to [placements@scaler.com](mailto:placements@scaler.com) in case of disinterest in any opportunity that one has applied for. This will enable our team to provide the opportunity to a different learner who would be interested in the same.



## 6. About Jobs:

### Frequently asked question/s:

- Does Scaler give any job guarantee?
- Will there be any internship provided?

Scaler believes our learners' success is our success. We are committed to making our learners meet their goals by providing full support in helping them get full-time employment and internships through our hiring partners network. However, we will not be able to guarantee an offer in hand before the end of your learning period or even the period of acquaintance with us but we certainly do promise great learning outcomes.

For further details please contact us at [placements@scaler.com](mailto:placements@scaler.com)

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