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| Promotion Case Study Guidelines |
| A guidance document for attempting the case study as evaluation criteria for promotion. Applicable for Staff Engineer and Senior Staff Engineer for the next role. |

# The Concept of Evaluation

Nagarro has a systematic process to evaluate its associates who are aspirants for promotion and subsequent career progression.

Why evaluation?

“To measure your understanding, technical, analytical, logical, and problem solving capabilities. It will serve as a benchmark for us to understand that whether you are now prepared to assume the greater responsibilities or not. ”

This case study should be attempted by aspirants who are eligible to take up new responsibilities either from **Associate Staff Engineer to Staff Engineer** or from **Staff Engineer to Senior Staff Engineer**.

The case study has been designed to evaluate your logical, analytical, and reasoning abilities, and to judge your technical and solution envisioning capabilities.

The purpose of this case study is to identify the skills, abilities, and several other attributes that are necessary to play the next role.

**Note:** This is a generic guidance document. The evaluation criteria will be aligned to the KRAs of the desired role.

For example: In case of a Staff Engineer, more weightage may be given to coding whereas in case of a Senior Staff Engineer, more weightage may be given to DAR analysis. However each of these deliverables are required to be created and submitted for the evaluation.

The case study follows the **SMART** concept to evaluate:

* **Specific** – provides you a problem statement that is specific, can be witnessed or observed, defined, and is concrete.
* **Measureable** – the deliverables expected from you are measureable and can be identified in terms of quality, quantity, time lines, standards, and procedures.
* **Achievable** – it presents you a challenge, yet it is reasonable enough to achieve.
* **Realistic –** the assignments are designed to be aligned with the KRA’s of next role. These are the realistic attributes which are expected from the next role you are aspiring for.
* **Time Bound –** the assignment comes with a stipulated time period. You are required to complete and submit the required deliverables within 4 weeks’ time.

The evaluation will help the organization to assess your skills and align with best fit in organizational model.

# Evaluation Process

As an initial step, read the case study thoroughly and understand the company’s vision and business work flow. Understand the limitations and areas of improvement for the current system (if any) and their vision on how the system should actually be working. Prepare your architecture solution and submit within the required time period. The panel will evaluate your performance and based on your score, next course of action will be decided.

**6**

**5**

**4**

**1**

**3**

**2**

Figure : Progress Path and Expectations

The process flow is defined below:

1. You are given a case study to understand, analyse, and come up with a solution.
2. Prepare the architecture of proposed solution and other required deliverables mentioned in the case study.
3. Submit all the assignments within the specified time period to HR.
4. HR co-ordinates with panel and gets the assignment evaluated and scored based on the weightage assigned to each task.
5. The panel coordinates with HR and calls you for the performance evaluation.
6. HR communicates to you regarding the outcome of the process.

# Understanding the Case Study

You are given a case study based on a real life scenario covering the high-level application requirements. The case study contains a problem statement and you are expected to:

* Read through, understand, and analyse the case study. Based on your understanding, prepare a design/architect solution for the given problem, within the stipulated time period.
* **Focus on design elements** as well as the content of the solution. The submission should cover all the technical elements as specified in the case study.
* Prepare the deliverables in **Client Ready** presentable format i.e., well formatted, grammatically, and semantically correct. The emphasis should be on **quality** and not **quantity**.

**Note:** The case study is supplemented with **support material** like **templates** and **guideline documents**. During the application architecting/designing the solution, if you are unsure of the requirement or the information required is not available in the case study, you may take relevant assumptions. These assumptions should be a part of your solution document.

The case study is organized as below:

* **Introduction** – This section contains information related to an imaginary company and its vision. This may include information about business overview and workflow. The case study contains lot of open items and this is for you to assess.
* **Project Requirements** – This section contains the problem statement and project vision. It specifies the requirements, for which you need to provide the solution. You need to understand the project requirements, keeping in mind the various considerations defined in next section.
* **Design Requirements** – This section contains three sub-sections:
* **Architectural Principles** – This section specifies the architectural principles on which the proposed system should be based on.
* **Functional Requirements** – This section mentions the functional requirements that must be considered while designing the architectural solution.
* **Non-Functional Requirements** – This section specifies the non-functional requirements expected from the solution like the total number of users, concurrent users and so on.
* **Artefacts** – This section provides the list of templates to be used for completing the assignment.
* **Assignment** – This section list down the overall tasks of the assignment along with relevant marks. It explains the required documents / deliverables along with the technology to be used. Each question carries marks according to the weightage provided. The following are the list of deliverables which you may be required to prepare:

1. A **DAR** (Decision Analysis and Resolution) document for evaluation of tools and technologies for specific design problem. This can be workflow, tools chosen, technologies/framework chosen etc.
2. A **Solution Approach Document** – to describe the solution approach leading to solution.
3. **Estimation Sheet** for the selected technology.
4. A working **POC** showcasing the key features of proposed application.
5. **Strategy** document for **SVN / CI / DevOps**.

**Note:** This list may vary as per the role for which you are going to be assessed.

* **Guidelines** – This section provide links to various templates that need to be considered and other helpful resources that may be referred while preparing the solution.

# FAQs

### Q1: Can I get an extension to the submission timeline?

Ans1: You are expected to complete the project in the specified time period i.e., 4 weeks. In special cases, where there are critical client project timelines/deliverables, an extension may be considered. To get an extension, you need to present your case with justification to the HR and on basis of their discretion; you may be given an extension.

### Q2: What if I have any questions during attempting the evaluation?

Ans2: To solve the initial queries, there will be a session by the technical team. For questions and queries which you may have post the session, you need to coordinate with associated HR.

### Q3: Where can I find the templates of the required assignment?

Ans3: The templates are part of the case study. In case of any confusion, kindly ask the HR representative.

### Q4: Whom should I mail my assignment?

Ans4: You should mail your assignment to HR, [deepti01@nagarro.com](mailto:deepti01@nagarro.com)

### Q5: What are the next steps after I submit the assignment?

Ans5: After the assignment is submitted, your associated HR will guide you for the next steps. This would generally include a face-to-face evaluation of your assignment.

### Q6: When shall I expect status update on my candidature?

Ans6: You may hear back within 4 weeks’ time after submitting the assignment and appearing for the evaluation meeting. In case of any delay, the HR representative will communicate the same.